



HYDE PARK SCHOOLS

Single Equality Policy

1. Introduction

At Hyde Park Schools, we are committed to promoting equality, celebrating diversity, and actively combatting discrimination in all its forms. This policy outlines our commitment to ensuring that every member of our school community feels valued, respected, and able to achieve their full potential.

We recognise our legal and moral duty to uphold the principles of equality and inclusion, and we strive to embed these values across all aspects of school life.

2. Aims and Objectives

- To provide a safe, inclusive, and welcoming environment where all individuals are respected and valued.
- To promote understanding and appreciation of diversity within our school and wider community.
- To eliminate unlawful discrimination, harassment, and victimisation.
- To ensure equality of opportunity for all students, staff, and visitors.
- To empower pupils to play an active role in promoting equality and challenging discrimination.

3. Legal Framework

This policy is guided by the following legislation:

- Equality Act 2010
- Human Rights Act 1998
- Special Educational Needs and Disability Act 2001

Under the Equality Act 2010, the following *protected characteristics* are explicitly recognised:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership



- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

4. Responsibilities

Governing Body:

- Ensure the school complies with equality legislation.
- Monitor and review the policy annually, using a range of evidence including stakeholder feedback.

Executive Head Teacher:

- Implement the policy and ensure staff are aware of their responsibilities.
- Report to the Governing Body on equality-related issues.
- Ensure accessibility of the policy for all stakeholders.

Staff:

- Promote an inclusive and respectful environment.
- Challenge and report any discriminatory behaviour or language.
- Model inclusive practice in teaching, assessment, and interactions.

Students:

- Treat each other with respect and fairness.
- Report any incidents of discrimination to staff.
- Participate in pupil-led initiatives such as School of Sanctuary Ambassadors and Equality Committees.

5. Curriculum

Our curriculum reflects and celebrates the diversity of our community and promotes understanding and respect for different cultures, beliefs, and lifestyles. Examples include:

- Teaching about human rights, identity, and social justice across subjects.



- Embedding anti-discrimination themes in PSHE, RE, and assemblies.
- Using diverse texts, resources, and role models to reflect the lived experiences of all pupils.

6. Monitoring and Evaluation

We will collect and analyse data on the achievement, progress, attendance, and wellbeing of different groups of students to identify and address any gaps. This includes data on gender, race, disability, and other protected characteristics.

In addition, we will:

- Gather feedback from staff, pupils, and parents through surveys, forums, and pupil voice activities.
- Review incidents of discrimination and the effectiveness of our response.
- Monitor staff training and development in relation to equality and inclusion.

7. Reporting and Dealing with Incidents

All incidents of discrimination will be recorded, investigated, and dealt with appropriately. The reporting process includes:

- Immediate support for the victim and appropriate action with the perpetrator.
- Logging incidents on the school's safeguarding or behaviour systems.
- Informing parents/carers where appropriate.
- Reviewing patterns and trends to inform preventative work.

The school will provide support to victims of discrimination and take necessary steps to prevent recurrence, including restorative approaches and targeted interventions.

8. Training and Development

All staff will receive regular training on equality and diversity to ensure they are aware of their responsibilities and equipped to implement this policy effectively. This includes:

- Induction training for new staff.
- Annual refresher sessions.
- Opportunities to explore inclusive pedagogy and unconscious bias.



9. Pupil Involvement

We actively involve pupils in promoting equality and inclusion through:

- School of Sanctuary Ambassadors.
- Pupil-led Equality and Diversity Committees.
- Participation in curriculum planning and resource selection.
- Leading assemblies and campaigns that celebrate diversity and challenge discrimination.

10. Accessibility

We are committed to ensuring that this policy is accessible to all members of our community. This includes:

- Providing translations or simplified versions where needed.
- Offering alternative formats for those with visual or cognitive impairments.
- Ensuring staff are available to explain the policy to parents/carers who require support.