

Fromefield Manor School



Equality, Diversity and Inclusion – Local Procedure November 2025

Local Procedure Title	Equality, Diversity and Inclusion
Site	Fromefield Manor School
Local Procedure date	November 2025
Local Procedure review date	Sept 2026
Local Procedure Author(s)	Head Teacher (Gemma Drury)
Local Procedure Ratification	Checked and Approved by: Regional Director (Rebecca McArthur)

1. Vision and Aims

Fromefield Manor School (FMS) core values are resilience, teamwork, respect, courage and pride. We will treat everyone fairly; celebrating and meeting different needs so that all members of our school community are free to live, learn and achieve their potential.

We aim to:

- Model and teach respect of everyone, accepting and celebrating difference.
- Maintain and promote a working partnership between the school, parents and community which fosters respect, honesty, truth, co-operation and tolerance.
- Help pupils understand the world in which they live, have mutual respect for the values of others and work together as a team.
- Provide opportunities for pupils to explore their own culture and identity and that of others.
- To ensure that everyone, whatever their needs and capabilities, is included and catered for.
- To value each individual and recognise and respond to the needs of all pupils.
- Give every pupil in our care the best opportunities to reach their full potential.

2. Defining Equality & Diversity

2.1 Equality

Equality is about fairness and equality of people of opportunity. Advancing equality of opportunity involves treating people differently. People should not be treated the same. Some people may need extra help or adjustments to be part of FMS community; this includes teachers, administration, cleaning or catering staff employed at FMS as well as pupils, parents and other stakeholders. At FMS every pupil has different strengths and needs. Bespoke, meaningful curriculum are individualised for each pupil to help them meet their needs and achieve.

Relating to the Equality Act (2010) there are nine protected characteristics. These are:

- Age
- Disability
- Gender reassignment
- Marriage/ civil partnership
- Pregnancy/ maternity
- Race
- Religion and belief
- Sex
- Sexual orientation

<https://www.equalityhumanrights.com/en/equality-act/protected-characteristics>

Under the general duty FMS must exercise 'due regard' in respect of the protected characteristics:

1. Eliminate unlawful discrimination and harassment
2. Advance equality of opportunity
3. Foster good relations between different groups

2.2 Diversity

Diversity is about valuing people as individuals and learning from our differences. Our differences can be visible and non-visible. By promoting diversity, we can meet different needs creatively to ensure opportunities are available to all and potential is fulfilled. Promoting a diversity friendly school culture, we are able to meet FMS' aims objectives more efficiently.

Culture is about the way we behave towards one another – school leaders, all employees in the school, parents, pupils and the whole school community. It is about how we treat one another and respect our differences. Promoting diversity and a diversity friendly culture helps to create a more productive school community.

3. Purpose and Scope of this policy

This policy sets out FMS' commitment to promoting equality and diversity. We believe it is our responsibility to promote equality and diversity beyond the nine characteristics covered by legislation. We work to remove barriers, and we will not unfairly discriminate on any grounds.

We do this by:

- Making appropriate changes to teaching resource.
- Accessing Local Authority Services e.g., Ethnic minority and travellers advisory service, external agencies that promote equality and diversity.
- Supporting children's emotional needs using the TIS approach and therapy such as SaLT, OT, Animal assisted therapy, mentoring and counselling.
- Providing a curriculum, which promotes positive understanding of different characteristics, recognises the contribution that individuals and groups with protected characteristics make to society, and challenges stereotyping and discrimination.
- Monitoring and reviewing of this policy will take place annually and will be made accessible to all.

This policy applies to:

- Staff
- Parents
- Pupils (CYP's)
- Visitors
- Multi-agency professionals
- Contractors
- Other stakeholders

4. Roles and Responsibilities

All members of FMS community; staff, pupils, parents and visitors all have a part to play in implementing this policy, promoting equality and diversity, challenging inappropriate behaviour or practice to remove barriers and avoiding discrimination.

To promote the understanding of this responsibility will:

- Ensure all stakeholders are made fully aware of our Equality & Diversity Policy and how it affects their work.
- Ensure pupils and visitors to FMS are clear about the expectations to our commitment to promoting equality and diversity.
- Provide training/ development and updates as appropriate.
- Review our equality objectives and actions to ensure all relevant activity remains relevant and meets identified needs and priorities at FMS.
- Address, challenge and investigate any incidents of racism, homophobia or discrimination.

In addition, School Leaders have responsibility for overseeing, agreeing, monitoring and reviewing FMS' equality objectives, and related activity.

5. Breaches of Policy

FMS views any form of discrimination as a serious act of misconduct. Any allegation of a breach in the policy will be referred to HR. Investigations will be carried out by the Head Teacher, DSL, members of SLT or an external party. This may lead to disciplinary or other appropriate action being taken depending on the individual situation.

6. Monitoring and review

FMS has specific duties under the Equality Act (2010) to publish information about the diversity of our school community and the work we are doing to promote equality. We will review this information annually.

7. Bullying and Diversity incidents

7.1 Pupils

FMS believes all pupils should be safe and feel valued for themselves, whatever characteristics they may have. Bullying and harassment of pupils, staff, parents or visitors by pupils on the basis of their identity (including a perceived characteristic, and by association with a protected characteristic) is unacceptable. Incidents will be logged, investigated and appropriate actions taken to prevent future incidents and to support the victim as outlined in the school's Ant-bullying policy.

7.2 Staff and Governors

Any form of discrimination undertaken by adults As serious acts of misconduct. Any such breaches could result in disciplinary action being taken and, in the case of harassment, could initiate Police involvement.

8. Diversity Complaints

All complaints are taken seriously; where a complaint is related to equality and or diversity issues, the school procedure for dealing with complaints will apply. This procedure will be made accessible to all stakeholders upon request. Complaints should be made to the Head Teacher – Gemma Drury, or the Regional Director – Rebecca McArthur.

Local Procedure Review History:

Date Reviewed	Reviewer	Summary of revisions
01/11/2024	Gemma Drury	Change of Regional Director – name change on p.2
15/11/2025	Mervyn Watch	No changes

