

SoundSkool Music

Equality Information and Objectives Statement

Opening statement

SoundSkool welcomes our duties under the Equality Act 2010. The college's general duties with regard to equality are:

- Eliminating discrimination.
- Fostering good relationships.
- Advancing equality of opportunity.

We will not discriminate against, harass or victimise any staff member, pupil, prospective pupil, or other member of the college community because of their:

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

We aim to promote pupils' spiritual, moral, social and cultural development, with special emphasis on promoting equality and diversity, and eradicating prejudicial incidents for pupils and staff. Our college is committed to not only eliminating discrimination, but also increasing understanding and appreciation for diversity.

Aims to eradicate discrimination

SoundSkool believes that a greater level of success from pupils and staff can be achieved by realising the uniqueness of individuals. Creating an inclusive environment where individuals feel confident and at ease is a commitment of the college. This environment will be achieved by:

- Being respectful.
- Always treating all members of the college community fairly.
- Developing an understanding of diversity and inclusion and the benefits it can have.
- Embedding equality within teaching and resources
- Regularly reviewing our equality policy to ensure it reflects current trends and issues.

- Adopting an inclusive attitude and ensuring that the whole college community understands what inclusive behaviour looks like in the college and how this aligns with the college's values.
- Adopting an inclusive curriculum that is accessible to all.
- Encouraging compassion and open-mindedness.
- Challenging bias and calling it out in order to move the conversation forward.

SoundSkool is committed to having a balanced, diverse and fair curriculum. We believe that our pupils should be exposed to ideas and concepts that may challenge their understanding, to help ensure that pupils learn to become more accepting and inclusive of others. Challenging and controversial concepts will be delivered in a way that prevents discrimination and promotes inclusive attitudes.

Dealing with prejudice and celebrating diversity

We do not tolerate any form of prejudice-related incident. Whether direct or indirect, we treat discrimination against all members of our college with the utmost severity. When an incident is reported, our college is devoted to ensuring appropriate action is taken and a resolution is put into place which is both fair and firm.

Our pupils are taught to be:

- Understanding of others.
- Celebratory of diversity.
- Eager to reach their full potential.
- Inclusive. Some examples of inclusivity;
- Aware of what constitutes discriminatory behaviour.

The college's employees will not:

- Discriminate against any member of the college community.
- Treat other members of the college community unfairly.

The college's employees will:

- Promote diversity and equality.
- Encourage and adopt an inclusive attitude.
- Lead by example.
- Seek training if they need to improve their knowledge in a particular area.

Throughout the year, the college provides a variety of opportunities to celebrate diversity, including:

- Planning activities for key diversity awareness days.
- Inviting guest speakers to talk to pupils about diversity.
- Incorporating lessons about diversity into the curriculum.
- Celebrating diversity

Equality and dignity in the workplace

We do not discriminate against staff with regard to their:

- Age.
- Disability.
- Gender reassignment.
- Marital or civil partner status.
- Pregnancy or maternity.
- Race.
- Religion or belief.
- Sex.
- Sexual orientation.

Equality of opportunity and non-discrimination extends to the treatment of all members of the college community. All staff members are obliged to act in accordance with the college's various policies relating to equality.

We will guarantee that no redundancy is the result of direct or indirect prejudice. All disciplinary procedures are non-prejudicial, whether they result in warnings, dismissal, or any other disciplinary action.

Diversity and representation

At SoundSkool we develop our curriculum to be as representative of the world and our community as possible. We aim to celebrate diversity and promote acceptance and respect. We want a curriculum that allows our students to regularly learn about, and be inspired by, individuals of all abilities from all backgrounds, cultures, genders, sexualities, religions and ethnicities. We aim that the celebration of differences is embedded in our lessons and discussed frequently at every opportunity possible throughout the year.

Inclusion

At SoundSkool we believe passionately that every student, of every ability, should have equal opportunities to develop and achieve, and that every child should believe that they can do and be anything they wish. Through high quality first teaching, careful identification and targeted support at SoundSkool we strive to meet the needs of all children in an inclusive environment. Teaching, training, expert external support, apt resourcing and highly positive relationships between staff and students all help our young people to make progress, particularly for those who may find the curriculum challenging. Additionally, at SoundSkool we value parental partnerships and have an open-door policy with staff as well as an approachable, experienced SENCo and so we are able to act quickly as needs arise or are made known. Through open and honest dialogue and apt support, we are able to offer our students and families the tools that they need to make progress throughout their educational journey with us and beyond.

Prejudice is not tolerated and we are continuously working towards a more accepting and respectful environment for our college community.



Closing statement

Prejudice is not tolerated and we are continuously working towards a more accepting and respectful environment for our college community.

The college's **Equality Information and Objectives Policy**, **Pupil Equality, Equity, Diversity and Inclusion Policy** and **Staff Equality, Equity, Diversity and Inclusion Policy** further outline the college's policies regarding equality.

This policy is reviewed annually by the DPO and the headteacher. The next scheduled review date for this policy is **31.08.2024**.