

SoundSkool Music

Equality Information and Objectives Statement

Opening statement

We believe that all learners have a right to be valued equally and to have equality of opportunity. We have agreed values that include equality and diversity, fairness, respect for others, and listening to each other's opinions and ideas.

SoundSkool is committed to taking positive action to promote choice, opportunity and progression for all our learners.

We welcome our duties under the Equality Act 2010. The school'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 school 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 school is committed to not only eliminating discrimination, but also increasing understanding and appreciation for diversity.



Aims to Eradicate Discrimination

We believe 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 school. This environment will be achieved by:

- Being respectful.
- Always treating all members of the school community fairly.
- Developing an understanding of diversity and inclusion and the benefits it can have.
- Adopting an inclusive attitude and ensuring that the whole school community understands what inclusive behaviour looks like in the school and how this aligns with the school's values.
- Adopting an inclusive curriculum that is accessible to all.
- Encouraging compassion and open-mindedness.
- Challenging bias in order to move the conversation forward.

We are 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 school with the utmost severity. When an incident is reported, our school is devoted to ensuring appropriate action is taken and a resolution is put into place which is both fair and firm.

School Procedure for Dealing with Prejudice-Related Incidents and Celebrating Diversity

Procedure for Dealing with Prejudice-Related Incidents:

At SoundSkool, we are committed to creating a safe and inclusive environment for all students, staff, and visitors. We have a clear and comprehensive procedure for addressing prejudice-related incidents to ensure that such behaviour is promptly and effectively dealt with:

1. **Reporting:** Any student, staff member, or visitor who witnesses or experiences a prejudice-related incident is encouraged to report it immediately. Reports can be made directly to a teacher, or any member of the school leadership team. We also provide anonymous reporting options through our suggestion boxes located on the ground floor.
2. **Initial Response:** Upon receiving a report, the staff member will provide immediate support to the victim and ensure their safety. The incident will be documented, and the DSL or Deputy DSL will be notified.
3. **Investigation:** The DSL/Deputy DSL will conduct a thorough investigation, gathering statements from all parties involved, including witnesses. This process will be handled sensitively and confidentially to protect the privacy and dignity of those involved.



4. Action and Consequences: Based on the findings of the investigation, appropriate actions will be taken. This may include counselling, mediation, and educational interventions for the perpetrator, as well as disciplinary measures in accordance with the SoundSkool's behaviour policy. Support services will be offered to the victim to address any emotional or psychological impact.

5. Follow-Up: SoundSkool will monitor the situation to ensure that the incident has been resolved and that there are no further issues. Follow-up meetings with the victim and perpetrator will be conducted to assess the effectiveness of the interventions and support provided.

6. Prevention and Education: Regular training and workshops will be conducted for students and staff to raise awareness about prejudice, promote empathy, and encourage inclusive behaviour. Educational programs and assemblies will address topics such as diversity, tolerance, and respect.

Celebrating Diversity

At SoundSkool, we believe that diversity enriches our school community and enhances the educational experience for all students. We celebrate diversity through various initiatives and events that promote understanding, respect, and appreciation for different cultures, backgrounds, and perspectives:

1. Cultural Events: We organise cultural festivals, international days, and heritage months to celebrate the diverse backgrounds of our students and staff. These events feature music, dance, art, food, and performances that showcase different cultures.

2. Inclusive Curriculum: Our curriculum incorporates diverse perspectives and histories, ensuring that students learn about the contributions and experiences of different cultural groups. We include literature, historical events, and discussions that reflect a wide range of voices and experiences.

3. Student Groups and Clubs: We support student-led groups and clubs that focus on diversity, equity, and inclusion. These groups provide a platform for students to share their experiences, promote cultural awareness, and advocate for social justice.

4. Guest Speakers and Workshops: We invite guest speakers from diverse backgrounds to share their experiences and insights with our students. Assemblies, workshops and seminars on topics such as competence, anti-racism, and global citizenship are regularly conducted.

5. Community Engagement: We collaborate with local community organisations and cultural groups to enhance our diversity initiatives. Engaging with the wider community helps us to build stronger connections and foster mutual understanding.



By addressing prejudice-related incidents with a structured and supportive approach and by actively celebrating diversity, SoundSkool strives to create a welcoming and inclusive environment where every student feels valued and respected.

Our pupils are taught to be:

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

The school's employees will not:

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

The school'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 school 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.



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 SoundSkool community. All staff members are obliged to act in accordance with the SoundSkool'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

Under PSED, SoundSkool has identified the **2024/25 Diversity and Representation objective** is:

Objective: Support Work-Life Balance and Family-Friendly Policies

Rationale: Supporting work-life balance and family-friendly policies is essential for creating a supportive and inclusive workplace for female staff, particularly those with caregiving responsibilities. This objective aims to enhance job satisfaction and retention.

Actions:

1. Review and update existing policies to ensure they support flexible working arrangements, such as part-time work, job sharing, and remote work options.
2. Introduce or enhance family leave policies, including maternity, paternity, and parental leave, ensuring they are equitable and accessible.
3. Provide resources and support for staff returning from family leave, including phased return-to-work plans and access to childcare services.
4. Conduct regular surveys to gather feedback from female staff on work-life balance and identify areas for improvement.
5. Promote awareness of available family-friendly policies and support among all staff members.



Inclusion

Under the PSED, SoundSkool has identified the **2024/25 Inclusion** objective is:

Objective: Foster a Supportive and Inclusive Workplace Culture

Rationale: A supportive and inclusive workplace culture is essential for the well-being and success of all staff members. This objective aims to create an environment where female staff feel valued, respected, and empowered.

Actions:

1. Conduct regular training and workshops on diversity, equity, and inclusion for all staff members.
2. Establish a diversity and inclusion committee with representation from female staff to provide input and guidance on policies and initiatives.
3. Implement a confidential reporting system for addressing any instances of discrimination, harassment, or bias.
4. Create opportunities for female staff to network and connect through affinity groups, social events, and professional networks.
5. Regularly assess the school climate through surveys and focus groups to identify areas for improvement and track progress.

Monitoring and Reporting

To ensure transparency and accountability, SoundSkool will regularly monitor the progress of these equality objectives and report on the outcomes.

Annual reports will be published to highlight achievements, identify challenges, and outline future actions.

Feedback from staff will be actively sought to inform ongoing efforts and adjustments.

By focusing on these equality objectives, SoundSkool is committed to creating a more equitable and supportive environment for female members of staff, promoting gender equality, and fostering a culture of inclusion and respect.

Closing Statement

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

SoundSkool's **Equality Information and Objectives Policy**, **Pupil Equality and Inclusion Policy** and **Staff Equality and Inclusion Policy** further outline the school's policies regarding equality.