



## **EQUALITY AND DIVERSITY POLICY**

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## **HOPEBRIGHT SCHOOL – EQUALITY & DIVERSITY POLICY**

### **ISS (2026) COMPLIANCE ALIGNMENT STATEMENT**

This policy is designed to ensure full compliance with the **Independent School Standards (ISS 2026)**, **Parts 1–8**, and to evidence how equality and inclusion are embedded across all areas of school provision.

Equality and diversity practice is not a standalone function but is integrated into:

- curriculum design and delivery
- safeguarding and pupil welfare systems
- staffing and recruitment processes
- behaviour and inclusion practice
- leadership and governance oversight

## **ISS PART 1–8 COMPLIANCE ALIGNMENT**

### **PART 1 – Quality of Education Provided**

Equality and diversity are embedded within curriculum intent, implementation and impact.

The school ensures:

- curriculum content actively promotes inclusion and respect for diversity
- teaching materials avoid stereotyping and bias
- pupils with SEND access a fully adapted and equitable curriculum offer
- barriers to learning are identified and addressed through differentiation and scaffolding
- all pupils can access learning regardless of protected characteristics or additional needs

#### **Evidence includes:**

- curriculum plans demonstrating inclusive content
- lesson observations showing adaptive teaching
- pupil progress data across groups
- SEND support plans and interventions

**PART 2 – Spiritual, Moral, Social and Cultural Development (SMSC)**

The school actively promotes SMSC development through equality-focused practice.

The school ensures pupils:

- develop respect for different faiths, cultures, identities and backgrounds
- understand protected characteristics and equality principles in age-appropriate ways
- are supported to develop empathy, tolerance and positive relationships
- participate in structured opportunities that build social understanding
- are prepared for life in modern Britain

**Evidence includes:**

- SMSC curriculum mapping
- pupil voice feedback
- enrichment and PSHE delivery records
- behaviour and culture logs

### **PART 3 – Welfare, Health and Safety of Pupils**

Equality and diversity are integral to safeguarding and welfare systems.

The school ensures:

- all pupils are protected from discriminatory bullying and harassment
- safeguarding systems are applied equitably and without bias
- behaviour systems are inclusive, proportionate and SEND-informed
- risk assessments and behaviour support plans (BSPs) consider individual protected characteristics where relevant
- reasonable adjustments are made to ensure safe participation for all pupils

#### **Evidence includes:**

- safeguarding logs and referrals
- behaviour incident records
- BSPs and risk assessments
- equality-linked safeguarding analysis

**PART 4 – Suitability of Staff, Supply Staff and Proprietor**

The school ensures safe, fair and non-discriminatory recruitment and workforce practices.

The school ensures:

- safer recruitment procedures are consistently applied
- no applicant is discriminated against unlawfully at any stage of recruitment
- the Single Central Record (SCR) is maintained accurately and continuously
- staff suitability checks are completed in line with statutory guidance
- equality principles are embedded in HR decision-making

**Evidence includes:**

- SCR audits
- recruitment records
- HR equality monitoring data
- safer recruitment training logs

## **PART 5 – Premises of and Accommodation at Schools**

Equality principles are applied to ensure safe and equitable access to the learning environment.

The school ensures:

- premises are safe, accessible and appropriately adapted where required
- reasonable adjustments are made to support mobility, sensory or medical needs
- health and safety risk assessments consider individual pupil needs
- all pupils can access learning spaces safely and inclusively
- equality considerations are included in site development and risk planning

### **Evidence includes:**

- health and safety audits
- accessibility and risk assessments
- premises inspection reports
- incident and maintenance logs

**PART 6 – Provision of Information**

The school ensures equality-related information is transparent, accessible and compliant.

The school ensures:

- equality and diversity policy is published and accessible
- statutory information is provided without discrimination
- communication with parents/carers is accessible and inclusive
- information is adapted where required (e.g., language, format, accessibility needs)

**Evidence includes:**

- website compliance checks
- policy publication records
- communication logs and adaptations

### **PART 7 – Manner in which Complaints are Handled**

Equality-related complaints are managed fairly, transparently and consistently.

The school ensures:

- all complaints relating to discrimination are formally recorded and investigated
- outcomes are reviewed for equality impact and systemic learning
- complaints processes are accessible to all stakeholders
- safeguarding concerns are escalated immediately where required
- no complainant is victimised for raising concerns

#### **Evidence includes:**

- complaints register
- investigation records
- equality impact review notes
- safeguarding escalation logs

## **PART 8 – Quality of Leadership and Management**

Leadership ensures equality and diversity are embedded across all systems and decision-making.

The school ensures:

- equality duties are actively monitored at leadership level
- staff understand and implement equality responsibilities
- policies are implemented consistently and effectively
- equality-related risks are identified, escalated and mitigated
- staff training and supervision reinforce inclusive practice
- school improvement planning reflects equality outcomes

### **Evidence includes:**

- leadership monitoring records
- staff supervision notes
- training logs
- improvement plans and action tracking
- governance reports

### **CROSS-CUTTING ISS IMPACT STATEMENT**

Across all ISS Parts 1–8, Hopebright School ensures that equality and diversity:

- underpin safeguarding practice
- inform curriculum and teaching adaptation
- guide recruitment and workforce practice
- shape behaviour and inclusion approaches
- are embedded in leadership accountability systems

Equality is therefore not a standalone policy function, but a **core operational requirement of ISS compliance and school effectiveness.**



## ISS 2026 COMPLIANCE & EVIDENCE MATRIX (Parts 1–8)

### PURPOSE AND COMPLIANCE STATEMENT

Hopebright School is a specialist secondary SEND setting providing education for pupils with SEMH needs, autism spectrum conditions, moderate learning difficulties, and associated complex needs.

This Equality & Diversity Policy is designed to ensure compliance with the **Independent School Standards (ISS 2026, Parts 1–8)** and the Equality Act 2010.

The school ensures that:

- no pupil, staff member, or stakeholder is discriminated against unlawfully
- equality of access, opportunity, and outcome is actively promoted
- safeguarding and welfare considerations are central to all equality practice (ISS Part 3)
- all policies and practices are implemented consistently and monitored robustly (ISS Part 8)

## ISS COMPLIANCE EVIDENCE MATRIX (FULL AUDIT MODEL)

### PART 1–8 INSPECTION MATRIX

ISS Part	Policy Requirement Area	Evidence Required	Audit Trail	Responsible Owner	Monitoring Frequency
Part 1 – Quality of Education	Equal access to curriculum, inclusion, differentiated learning	Curriculum plans, lesson observations, EHCP-linked planning, adaptation logs	QA curriculum reviews, learning walks, work scrutiny	Headteacher / SENCO	Half-termly
Part 2 – Spiritual, Moral, Social & Cultural Development	Promotion of respect, diversity, tolerance, British values	SMSC curriculum mapping, enrichment logs, pupil voice, assemblies	SMSC audit folder, pupil surveys, enrichment register	Headteacher / DSL	Termly
Part 3 – Welfare, Health & Safety	Anti-discrimination, safeguarding equality, anti-bullying	Safeguarding logs, behaviour incidents, anti-bullying records, RPI data	CPOMS/recording system, safeguarding audits	Designated Safeguarding Lead (DSL)	Weekly
Part 4 – Suitability of Staff	Recruitment fairness, SCR, DBS, equality in hiring	SCR, safer recruitment checks, interview records, training logs	HR file audit, SCR checksheet	Headteacher / HR Lead	Monthly
Part 5 – Premises & Accommodation	Accessible and safe environment	Risk assessments, accessibility audits, H&S checks	Site inspection reports, H&S logs	Site Manager / H&S Lead	Termly
Part 6 – Provision of Information	Equal access to policies and communication	Published policies, accessibility statements, translations if needed	Website audit, document control log	School Business Manager	Termly
Part 7 – Complaints	Non-discriminatory complaints handling	Complaints log, equality-related complaint analysis	Complaints register, thematic review	Headteacher	Termly
Part 8 – Leadership & Management	Equality leadership oversight and policy implementation	Equality action plan, monitoring reports, staff training records	Governance minutes, KPI dashboards	Headteacher	Termly

**POLICY IMPLEMENTATION EVIDENCE MATRIX (OPERATIONAL LEVEL)**
**CORE EQUALITY DELIVERY SYSTEMS**

Policy Area	Required Evidence	Audit Trail	Owner	Frequency
Equality monitoring (all protected characteristics)	Pupil/staff demographic data analysis	Annual equality report	Headteacher	Annual
Reasonable adjustments	EHCP adaptations, classroom adjustments, support plans	SEN register, adjustment logs	SENCO	Ongoing
Behaviour equality	Behaviour logs analysed by group	Behaviour tracking system	DSL / Behaviour Lead	Weekly
Admissions equality	Admissions records, oversubscription fairness checks	Admissions register	Headteacher	Termly
Exclusions equality	Exclusion data analysis by group	Exclusion log	Headteacher	Termly
Curriculum inclusion	Differentiation evidence, accessibility planning	Lesson observation files	Curriculum Lead	Half-termly

**TRAINING & STAFF DEVELOPMENT MATRIX**

Area	Evidence	Audit Trail	Owner	Frequency
Equality Act training	Staff completion records	Training matrix	Headteacher	Annual
Safeguarding & equality intersection	DSL training logs	CPD tracker	DSL	Annual
Behaviour & bias awareness	Training slides, attendance	CPD records	Behaviour Lead	Annual
Induction equality briefing	Signed induction checklist	HR files	HR Lead	Each intake
Refresher training	Staff updates, briefings	Staff meeting minutes	Headteacher	Termly

**INCIDENT REPORTING & SAFEGUARDING EQUALITY LINK**

Incident Type	Required Record	Audit Trail	Owner	Frequency
Discrimination incidents	Incident form + CPOMS entry	Safeguarding system logs	DSL	Immediate
Harassment/bullying	Behaviour report + investigation record	Behaviour system	DSL / Behaviour Lead	As required
Staff discrimination concerns	HR grievance file	HR case log	Headteacher	As required
Equality-linked safeguarding concern	Safeguarding referral record	CPOMS / LADO referrals	DSL	Immediate

**MONITORING, GOVERNANCE & QUALITY ASSURANCE MATRIX**

Function	Evidence	Audit Trail	Owner	Frequency
Equality compliance review	Governance report	Minutes of meetings	Headteacher	Termly
Safeguarding-equality alignment	DSL oversight reports	Safeguarding audit	DSL	Weekly
Policy effectiveness review	KPI dashboards, incident trends	QA system	Headteacher	Termly
Equality outcomes analysis	Pupil progress data by group	Data reports	SENCO	Termly
External compliance readiness	ISS audit checklist	Inspection file	Proprietor / Headteacher	Annual

**REASONABLE ADJUSTMENTS & SEND ALIGNMENT MATRIX**

Area	Evidence	Audit Trail	Owner	Frequency
Classroom accessibility	Adapted resources, seating plans	Learning support plans	SENCO	Ongoing
Communication adjustments	Visual supports, AAC tools	Pupil support plans	SENCO	Ongoing
Behaviour adaptations	BSPs (Behaviour Support Plans)	Behaviour records	DSL	Weekly
Medical needs equality	Healthcare plans	Medical records	DSL / Admin	Ongoing

### **AUDIT TRAIL CONTROL SYSTEM**

All equality and diversity evidence is:

- centrally logged in school compliance systems
- version controlled
- reviewed against ISS requirements
- triangulated across safeguarding, behaviour, HR, and curriculum systems

#### ***Minimum audit standards:***

- named owner for every compliance area
- recorded review date for every document
- evidence triangulation across at least 2 sources
- termly governance scrutiny
- annual full ISS compliance audit (Parts 1–8)

## **GOVERNANCE ASSURANCE STATEMENT**

The Headteacher is responsible for ensuring:

- full implementation of this Equality & Diversity Policy
- continuous monitoring against ISS 2026 Parts 1–8
- escalation of risk where compliance gaps are identified
- evidence-based reporting to governance

The Proprietor retains ultimate accountability for:

- statutory compliance
- safeguarding effectiveness
- leadership governance systems (ISS Part 8)