Manchester Hospital School

Equality and Diversity Information and Objectives Policy

Document Control	
Title	Equality and Diversity Information and Objectives Policy
Policy Update Notice (August 2026): We are aware of the updated Equality Act 2010: Code of Practice for services, public functions and associations, 2026 issued by the Equality and Human Rights Commission (EHRC), which came into force on 5 August 2026. This policy is currently operating in line with statutory requirements and will be formally updated to incorporate the specific guidance from the 2026 Code of Practice during our scheduled annual policy review in **January 2027**.	
Policy Number	MHS030
Date	Updated January 2026
Supersedes	March 2024
Purpose of the policy	To comply with obligations placed on schools and academies under the Public Sector Equality Duty detailed in S149 of the Equality Act 2010 and the supporting Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017.
Related policies/guidance	Accessibility Plan SEND Policy SEND Information Report Anti Bullying Policy Safeguarding policy
Review	This policy will be reviewed annually and new objectives will be published within four years
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Date Consultation Completed **Date adopted**	**Full Governing Body Meeting 20th January 2026**

Under the Public Sector Equality Duty, Manchester Hospital School has due regard to the need to eliminate discrimination, harassment and victimisation and any other conduct prohibited by the Equality Act 2010; to advance equality of opportunity between those who share a relevant protected characteristic and those who do not share it and to foster good relations across all protected characteristics. Manchester Hospital School will take into account equality considerations when policies are being developed, adopted and implemented.

Manchester Hospital School serves the needs of a very large and diverse range of children, young people and their families at times when they are extremely vulnerable. Our core purpose as a school is to uphold the child's right to Education and our policies and procedures are necessary to keep staff and children safe. We acknowledge that our students are often living with a range of very complex medical conditions including mental ill health and therefore we keep the needs of the student at the heart of all decisions. We will, therefore, work within the parameters of all statutory policies whilst seeking to understand and support the child's long term education and health needs.

Research highlights that education, health and wellbeing are intrinsically linked. ‘Education is strongly associated with life expectancy, morbidity and health behaviours’ (The Lancet Public Health, 2020). Manchester Hospital School recognises the important role we play in reducing
health inequalities by providing a high quality curriculum which promotes positive engagement in education and enables learners with medical and mental health needs to make progress.

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1. Introduction and School Commitment

1.1 The Equality Act 2010 (the Act) applies to all schools. The Act created a single legal framework to protect individuals with protected characteristics from different types of unlawful discrimination, harassment and victimisation. It also created a Public Sector Equality Duty (PSED), which is made up of a general equality duty supported by specific equality duties. The PSED applies to all public bodies, including schools.

1.2 The general duty is set out in S149 of the Act and requires schools to have “due regard” to the need to eliminate unlawful discrimination, harassment and victimisation and any other conduct prohibited by the Act; to advance equality of opportunity and, to foster good relations between people who share a protected characteristic and those who do not. The specific equality duties contained in the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 (the 2017 Regulations) require schools to publish equality information and to prepare and publish one or more specific and measurable equality objectives. They also require schools with 250 or more employees to publish gender pay gap information about those employees.

1.3 Manchester Hospital School recognises and accepts its legal duties under the Act and under the interlinking statutory and other obligations referred to above. By adopting this policy, the Governing Body of Manchester Hospital School confirms its commitment to its statutory equality duties under the Act and to acting in accordance with its statutory equality obligations. The Governing Body also confirms its commitment to taking all reasonable steps to ensure no individual working in this school acts or behaves in a manner deemed unlawful by the Act.

1.4 In the application of this policy, the Headteacher and all those responsible for making decisions in school will be guided as appropriate by the Department for Education ("DfE") non-statutory advice for schools on the Equality Act 2010 and the various technical and other guidance documents produced by the Equality and Human Rights Commission and by

ACAS.

1.5 This policy is the key school document for information about this school's approach to equality. It will inform our School Development Plan and brings together all the school's previous policies, schemes and action plans around equality.

2. Purpose and Scope

2.1 This policy details Manchester Hospital School's overall approach and commitment to equality. It details how this school complies with its duties under the Act and how as an educator, employer, service provider and a buyer of goods and services the Governing Body and the Headteacher, with support from members of the Senior Leadership Team will strive to ensure equality, diversity and inclusive practice are embedded across all aspects of school life for the benefit of the whole school community.

2.2 This policy applies to all members of school staff (full-time or part-time, permanent or temporary), to pupils and to school governors. It also provides guidance and information for parents, carers, school visitors, contractors and other members of the wider school community. It sets out this school's expectations and the required standards of behaviour with regard to equality issues.

2.3 This policy applies to staff in relation to their conduct during the course of their employment with the school, which may also include conduct and behaviour outside the school environment and outside their normal working hours if it is connected to school or to their role in school. This might, for example, include after school meetings with colleagues, social events or other social interactions with colleagues either in person or via social media platforms.

2.4 The gender pay gap reporting provisions detailed in the 2017 Regulations do not apply to our school as we do not employ 250 or more employees.

2.5 This policy should be taken into account in the application of all other school policies (staff, pupil or otherwise) whenever and wherever equality issues or implications arise.

3. Roles and Responsibilities

The governing body will:

- Ensure governors are aware of their responsibilities under the Act and attend regular equality training.
- Have due regard to this policy and the general equality duty when making decisions.
- Ensure this policy is implemented by the Headteacher and support the Headteacher in implementing any necessary actions.
- Nominate a link equality governor who will liaise with the nominated SLT equality lead to review and monitor the school's compliance with its equality duties.
- Ensure that the equality information and objectives, as set out in this statement, are published and communicated throughout the school, including to staff, pupils, and parents.
- Ensure the school's equality information is published and updated on a regular basis, and no less than on an annual basis.

The Headteacher will:

- Oversee the effective implementation of this policy, including communicating the policy to pupils, staff, parents, carers and the wider school community.
- Appoint a member of SLT to assume day to day responsibility for coordinating the implementation of this policy, for monitoring equality outcomes, and for liaising with the link equality governor as appropriate.
- Engage and consult with pupils, staff, parents, carers and the wider school community as appropriate in the development and review of this policy and in the development of the school's equality objectives.
- Ensure the school's equality objectives are published and actively pursued.
- Monitor whether the school's equality objectives are being met and whether sufficient progress is being made.
- Ensure reasonable adjustments are made where appropriate for pupils, staff, parents, carers and visitors to the school with a disability.
- Ensure all members of staff are aware of their responsibilities under the Act and ensure staff receive regular equality training.
- Ensure that appropriate and relevant action is taken in any case (relating to pupils, staff or the wider school community) where discrimination, harassment, victimisation or any other conduct deemed unlawful under the Act comes to light or is reported.
- Ensure that all members of staff and pupils are aware of the procedure for reporting and following up discrimination, harassment, victimisation, bullying, hate and prejudice-related incidents.

The SLT equality lead will:

- Support the headteacher in promoting knowledge and understanding of the equality objectives among staff and pupils.
- Meet with the equality link governor as and when required to raise and discuss any issues.
- Engage and consult with pupils, staff, parents, carers and the wider school community as appropriate in the development and review of this policy and in the development of the school's equality objectives.
- Support the headteacher in identifying any staff training needs, and deliver training as necessary.
- Produce information about the school's equality objectives and the work that is being done toward achieving them so that it can be published and made available to members of the school community.
- Ensure the school publishes and follows its Accessibility Plan.

All members of staff will:-

- Be aware of their responsibilities under the Act and this policy and recognise that they have a role and responsibility in their day to day work to promote equality, inclusion and good community relations.
- highlight any training or development they require to carry out their roles and responsibilities under the Act or this policy and attend any related training or learning opportunities.
- promote equality of opportunity and good relations and will not take part in any discriminatory or other unlawful behaviour as detailed in the Act;
- Foster good relations between groups of people with and without protected characteristics.
- Deal fairly and professionally and in accordance with school policy in relation to any incidents of bullying, prejudice or discrimination.
- Be responsible for recognising and challenging prejudice, bias, discrimination, stereotyping and any other inappropriate language or behaviour.
- Be responsible for promoting an inclusive and collaborative ethos in lessons and

for being role models for equality, diversity and inclusion through their words, actions and deeds.

Pupils must be encouraged to recognise that they have a role and responsibility to themselves and to others, so they understand and are able to: -

- Promote equality, inclusion and good community relations and act in accordance with this policy.
- Challenge inappropriate language and behaviour;
- Tackle bias and stereotyping.
- Act in accordance with the school's anti bullying strategies.

- Respond appropriately to any incidents of discrimination, harassment and bullying they witness and to understand what they need to do to report these.
- Regard people of all faiths, races, religions, cultures and with other protected characteristics as their equal and to treat others with respect and kindness.
- Support the school's approach and commitment to equality.

Visitors (including parents, carers and contractors) are expected to: -

- Support the school's approach and commitment to equality and to comply with this policy.
- Take part in the development and review of this policy and attend any relevant meetings and activities related to the policy.
- Refrain from engaging in any behaviour which is unlawful under the Act whilst on school premises.

4. General Duty

The general equality duty is contained in S149 of the Act and requires schools to have "due regard" to the need to: -

- Eliminate unlawful discrimination, harassment and victimisation and any other conduct prohibited by the Act.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

5. Equality Information

5.1 As part of our specific duties under the 2017 Regulations, information will be published on the school's website to show how we are meeting our equality duty. The information we publish will relate to people who share protected characteristics and who are affected by our school policies and practices.

5.2 The information we publish may include statistical and other data such as school performance data, school staff and pupil policies, the school development plan, curriculum materials and details of equality and diversity initiatives the school is taking part in. It may also include information such as minutes of meetings where equality issues have been discussed, parent and pupil surveys and details of equality training attended by our staff and our school governors.

5.3 Our published information will be reviewed and updated regularly and will show how, on an ongoing basis, this school is complying with its general equality duty.

7. Equality considerations in decision making

The school ensures it has due regard to equality considerations whenever significant decisions are made.

The school always considers the impact of significant decisions on particular groups. For example, when a school trip or activity is being planned, the school considers whether the trip:

- Cuts across any religious holidays
- Is accessible to pupils with disabilities
- Has equivalent facilities for boys and girls or any other gender identity
- Is accessible for disadvantaged pupils

6. Equality objectives

Manchester Hospital School has set the following equality and diversity objectives:

1. **Ensure Accessibility:** Provide reasonable adjustments to ensure that all pupils, regardless of their physical or mental health condition, have access to the learning environment and curriculum.
2. **Inclusive Curriculum:** Develop a curriculum that reflects diverse cultures, perspectives, and backgrounds, promoting understanding, respect, and empathy among pupils.
3. **Promote Wellbeing:** Create a school environment that supports the mental, physical, and emotional wellbeing of pupils from diverse backgrounds and with varying needs.
4. **Support Staff Diversity:** Ensure recruitment, retention, and development practices are inclusive and support a diverse and representative workforce.
5. **Prevent Discrimination:** Identify and eliminate any form of discriminatory practice, whether intentional or unintentional, from our policies, procedures, or day-to-day interactions.
6. **Foster an Inclusive School Culture:** Ensure that all members of the school community feel valued, respected, and included regardless of their background or identity.
7. **Monitoring and Reporting:** Regularly monitor and evaluate the effectiveness of equality and diversity practices, reviewing progress against our objectives and responding to any challenges.

7. Buying goods and services

7.1 The school will take into account its general duty when buying or engaging in contracts for goods and services, such as ICT, services, the provision of supply staff, consultants, school meals, learning resources, training, and administrative supplies. Whenever we intend to buy goods or services, we will ask ourselves whether the aims of the general duty and this policy are relevant to the proposed purchase or contract and if so, how they might apply.

7.2 We will consider whether there is a need to include equality requirements within any contracts we enter into. We will ensure that contract conditions require contractors to comply with the Act and with the school's equality policy. We will ensure that supply staff know about this policy are aware of the school's commitment to equality, diversity and inclusion.

8. Breaches of this policy

8.1 Equality is high on the school's strategic agenda. The school regards breaches of the Act and of this policy very seriously. We will not tolerate any form of discrimination, harassment, victimisation or conduct that contravenes the Act or which compromises the school's commitment to equality, diversity and inclusion, our Key Principles and/or our equality duties.

8.2 Members of staff who wish to raise a concern or make a complaint about a breach of this policy involving another member of staff should do so by following the process detailed in the school's Grievance Policy and Procedure. Complaints may also be raised

through the school's Whistleblowing Policy in appropriate cases. In cases not involving another member of staff, concerns or complaints should be raised with the Headteacher or a member of the SLT. Concerns or complaints about the Headteacher should be raised with the Chair of Governors.

8.3 The school will ensure that any concerns or complaints are promptly and thoroughly investigated and are dealt with as determined by the Headteacher (or Chair of Governors) as appropriate in accordance with the relevant school policy/procedure

depending on the nature of the complaint and whether the complaint concerns a member of staff or a pupil or someone else.

8.4 Breaches of the Act and this policy by a member of staff will be treated seriously. In appropriate cases, action may be taken against an employee under the school's Disciplinary Policy and Procedure and could result in a sanction up to and including dismissal. Serious acts of discriminatory behaviour, including acts of harassment, could amount to gross misconduct and may lead to dismissal without notice.

8.5 Members of staff should be aware that they may be held legally liable for their own acts of discrimination carried out in the course of their employment. Where a complaint involves an allegation of sexual harassment, in addition to being an employment issue this may also amount to a safeguarding issue and/or a criminal offence and may lead to police involvement. Harassment may also be an offence under the Protection from Harassment Act 1997 (which is not limited to circumstances where the harassment relates to a protected characteristic).

8.6 Pupils will be made aware of the procedure to follow should they wish to raise a concern or complaint about an equality related matter or incident in line with the school's Behaviour Policy (see paragraph 10.5 above). The Headteacher (or member of SLT with delegated responsibility) will be responsible for investigating and dealing with equality related incidents between pupils.

8.7 Parents, carers or members of the wider school community who wish to raise a concern or complain about any equality related school matter or incident should follow the procedure detailed in the school's Complaints Policy.

9. Monitoring arrangements

This document will be reviewed by the designated members of staff for Equality and Diversity, the Head Teacher and the governing body at least every 4 years.
This document will be approved by the governing body and the head teacher.