

## **EQUALITY POLICY**

Approved by Full Governing Body: Summer term 2012

Reviewed by PSR Committee: Summer term 2015

Date of next review: Summer term 2018 (or sooner if updated by the LA)

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### **GUIDING PRINCIPLES**

In fulfilling the legal obligations cited below, we are guided by nine principles:

#### **Principle 1: All learners are of equal value.**

We see all learners and potential learners, and their parents and carers, as of equal value:

- whether or not they are disabled;
- whatever their ethnicity, culture, national origin or national status;
- whatever their gender and gender identity;
- whatever their religious or non-religious affiliation or faith background;
- whatever their sexual identity.

#### **Principle 2: We recognise and respect difference.**

Treating people equally (Principle 1 above) does not necessarily involve treating them all the same. Our policies, procedures and activities must not discriminate, but must nevertheless take account of differences of life-experience, outlook and background, and in the kinds of barrier and disadvantage which people may face, in relation to:

- disability, so that reasonable adjustments are made;
- ethnicity, so that different cultural backgrounds and experiences of prejudice are recognised;
- gender, so that the different needs and experiences of girls and boys, and women and men, are recognised;
- religion, belief or faith background;
- sexual identity.

#### **Principle 3: We foster positive attitudes and relationships, and a shared sense of cohesion and belonging.**

We intend that our policies, procedures and activities should promote:

- positive attitudes towards disabled people, good relations between disabled and non-disabled people, and an absence of harassment of disabled people;
- positive interaction, good relations and dialogue between groups and communities different from each other in terms of ethnicity, culture, religious affiliation, national origin or national status, and an absence of prejudice-related bullying and incidents;
- mutual respect and good relations between boys and girls, and women and men, and an absence of sexual and homophobic harassment.

#### **Principle 4: We observe good equalities practice in staff recruitment, retention and development**

We ensure that policies and procedures should benefit all employees and potential employees, for example in recruitment and promotion, and in continuing professional development:

- whether or not they are disabled;
- whatever their ethnicity, culture, religious affiliation, national origin or national status;
- whatever their gender and sexual identity, and with full respect for legal rights relating to pregnancy and maternity.

#### **Principle 5: We aim to reduce and remove inequalities and barriers that already exist**

In addition to avoiding or minimising possible negative impacts of our policies, we take opportunities to maximise positive impacts by reducing and removing inequalities and barriers that may already exist between:

- disabled and non-disabled people;
- people of different ethnic, cultural and religious backgrounds;
- girls and boys, women and men.

#### **Principle 6: We consult and involve widely**

We engage with a range of groups and individuals to ensure that those who are affected by a policy or activity are consulted and involved in the design of new policies, and in the review of existing ones. We consult and involve:

- disabled people as well as non-disabled people from a range of ethnic, cultural and religious backgrounds;
- both women and men, and girls and boys;
- gay people as well as straight.

#### **Principle 7: Society as a whole should benefit**

We intend that our policies and activities should benefit society as a whole, both locally and nationally, by fostering greater social cohesion, and greater participation in public life of:

- disabled people as well as non-disabled;
- people of a wide range of ethnic, cultural and religious backgrounds;
- both women and men, girls and boys;
- gay people as well as straight.

#### **Principle 8: We base our practices on sound evidence**

We maintain quantitative and qualitative information about our progress towards greater equality in relation to:

- disability;
- ethnicity, religion and culture;
- gender.

#### **Principle 9: Objectives**

We formulate and publish specific and measurable objectives, based on the evidence we have collected and published (principle 8) and the engagement in which we have been involved (principle 7), in relation to:

- disability;
- ethnicity, religion and culture;
- gender.

We recognise that the actions resulting from a policy statement such as this are what make a difference. Every three years, accordingly, we draw up an action plan within the framework of the overall school improvement plan and processes of self-evaluation, setting out the specific equality objectives we shall pursue. The objectives which we identify take into account national and local priorities and issues, as appropriate.

We keep our equality objectives under review and report annually on progress towards achieving them.

## **MISSION STATEMENT**

We are committed to ensuring this policy is actively implemented and is focussed on achieving positive outcomes. This policy will be implemented through our day to day practice and links to our Anti-Bullying policy.

## **LEGAL FRAMEWORK**

This policy has been developed in response to the Equality Act 2010 and replaces all previous policies relating to Race Equality, Gender Equality and Disability Equality. This policy has been developed to help us to meet the duty:-

- Eliminate unlawful discrimination, harassment, victimisation and other prohibited conduct.
- Advance equality of opportunity between those who have a protected characteristic and those who do not.
- Foster good relations between those who have a protected characteristic and those who do not.

## **THE CURRICULUM/TEACHING AND LEARNING**

Equality and diversity will be as embedded as far as is possible in all areas of the curriculum and pupils will be given opportunities to explore prejudice and discrimination, and to positively explore difference in relation to race/ethnicity, religion/belief, gender and disability. Each subject area will be kept under review, including the resources available to ensure resource materials reflect both the diversity of the school, local community and wider society as a whole. Attainment and achievement data will be collected specifically looking at vulnerable groups and be used to inform planning and provision to support individuals and groups of pupils.

## **ETHOS AND ORGANISATION**

Equality and diversity principles will run through all our day to day practices and be a consideration whilst implementing our policies.

## **ADDRESSING PREJUDICE AND PREJUDICE-RELATED BULLYING**

The school's legal obligations are to eliminate discrimination and harassment and victimisation, as well as its duty to foster positive relations between groups and individuals. We adopt the Stephen Lawrence definition of a racist incident to cover all forms of prejudice.

"A hate incident is any incident which is perceived by the victim or any other person to be motivated by the offender's prejudice against people because of their age, disability, gender, race, religion, sexual orientation or other reason."

We take our obligations seriously. The information about the number, type and seriousness of such incidents will be reported regularly to the governing body. Through staff meetings school will ensure staff are adequately trained to deal with such incidents and this training will be refreshed as appropriate.

## **ROLES AND RESPONSIBILITIES**

The Governing Body is responsible for ensuring the school complies with the legislation, and that the policy, the school's practice and related procedures are implemented and regularly reviewed and monitored. The Curriculum, Pupils and Discipline sub-committee will take reports on progress and review the policy as required.

The Head Teacher is responsible for the overall implementation of the policy on a day to day basis and is responsible for taking appropriate action in any cases of unlawful discrimination; and for ensuring that **all** staff are aware of their responsibilities under the legislation and that they are given appropriate training and support to meet these responsibilities.

All staff have a responsibility to keep up-to-date with equalities legislation relevant to their work, and must support the ethos of the school through their actions. They should undertake all their work activities mindful of equalities issues, including planning, assessment, and individual support for pupils and groups of pupils. They should demonstrate an awareness of specific individual needs and promote respect for diversity. They should know how to respond to and deal with any prejudice-related incidents which occur.

## **INFORMATION AND RESOURCES**

This policy is available on the school website. We will collect and publish relevant equality information as specified under the specific duty on public bodies in the Equality Act 2010. The Public Sector Equality Document (PSED) gives examples of the type of information we will collect and use this to inform our developing practice and the setting of our equality objectives.

## **STAFF DEVELOPMENT AND TRAINING**

We will ensure that staff across all sections of the community (teaching, support, mid-days, office staff etc) will have their professional development needs met in relation to this agenda through training and performance management. New and temporary staff will be made aware of the school's policy and practices in relation to equality.

## **BREACHES OF THE POLICY**

Concerns/complaints about the implementation of this policy or any infringement of it will be dealt with by using our complaints' policy.

## **MONITORING AND EVALUATION**

The impact of this policy will be measured and reviewed annually using both the quantitative and qualitative data we will collect and analyse (our equality information), and will use this to adapt our policy and actions if required. Any actions needed by changes in the policy will be achieved by an action plan or by the setting of the school's equality objectives.