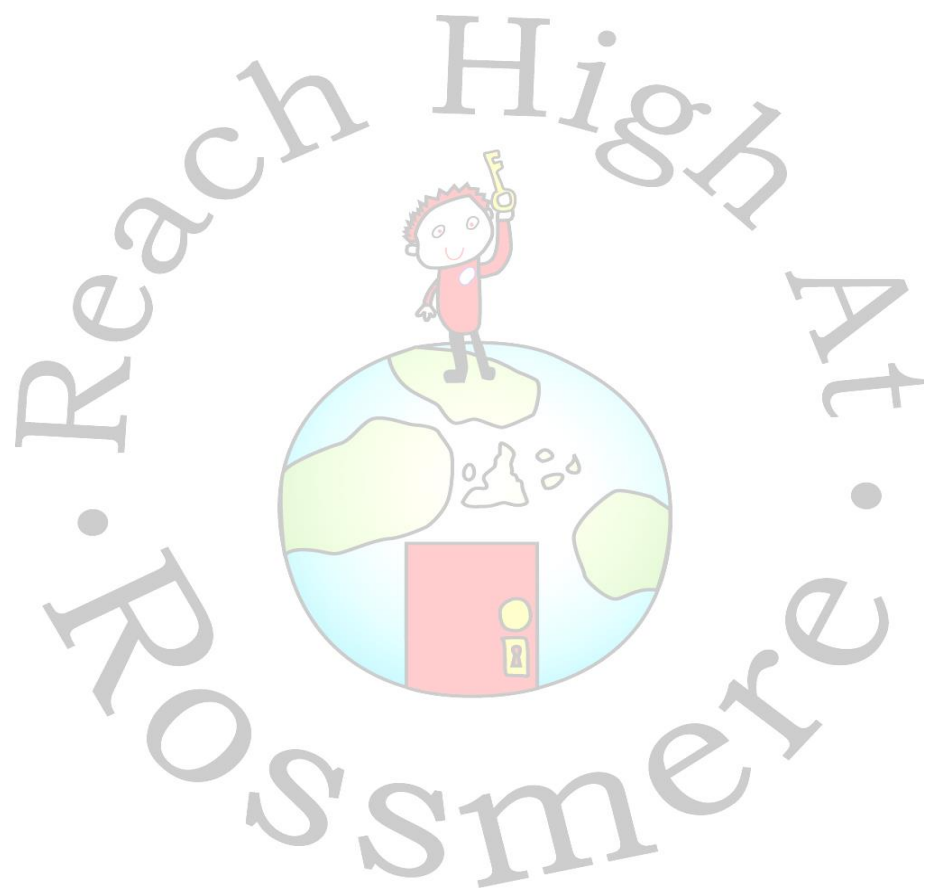


Equality Policy



ADOPTED BY THE GOVERNING BODY

Spring 2016



Equality Policy

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Equality Policy Statement

Introductory notes

The Equality Act 2010 replaced all nine major Acts of Parliament and existing legislation such as the Race Relations Act, Disability Discrimination Act and Sex Discrimination Act. Non-statutory school guidance was reviewed by the Department of Education in May 2014.

In England and Wales the Act applies to all maintained and independent schools, including Academies, and maintained and non-maintained special schools. It makes it unlawful for the responsible body of a school to discriminate against, harass or victimise a pupil or potential pupil:

- in relation to admissions,
- in the way it provide education for pupils,
- in the way it provides pupils access to any benefit, facility or service, or
- by excluding a pupil or subjecting them to any other detriment.

Legal framework

1. We acknowledge our duties under the Equality Act 2010 to eliminate discrimination, advance equality of opportunity and foster good relations in relation to age (as appropriate), disability, ethnicity, gender, religion and sexual identity.
2. We acknowledge our duty under the Education and Inspections Act 2006 to promote community cohesion.
3. We recognise these duties are essential for achieving the five outcomes of the Every Child Matters framework, and that they reflect international human rights standards as expressed in the UN Convention on the Rights of the Child, the UN Convention on the Rights of People with Disabilities, and the Human Rights Act 1998.

Guiding principles

4. In fulfilling the legal obligations cited above, 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 have a special educational need or disability
- 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 or orientation.

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:

- special educational need and/or 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 or orientation

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 people with learning disabilities and/or 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.
- we are a Rights Respecting School and therefore children are taught their rights and responsibilities in relation to equality as set out by the UN Convention of the Rights of a Child.

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 take positive action to reduce and remove inequalities and barriers that already exist without indirectly alienating other groups.

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

People affected by a policy or activity should be consulted and involved in the design of new policies, and in the review of existing ones. We consult and involve:

- people with or without a disability
- people from a range of ethnic, cultural and religious backgrounds
- both women and men, girls and boys.
- gay people as well as straight people.

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

- disability
- ethnicity, religion and culture
- gender
- other vulnerable groups e.g. looked after children

Principle 9: Objectives

Each year we formulate and publish specific and measurable objectives, based on the evidence we have collected and published, in relation to:

- disability
- ethnicity, religion and culture
- gender.
- other vulnerable groups e.g. looked after children

5. We recognise that the actions resulting from a policy statement such as this are what make a difference.
6. 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.
7. We keep our equality objectives under review and report annually on progress towards achieving them.

The curriculum

8. We keep each curriculum subject or area under review in order to ensure that teaching and learning reflect the seven principles set out in paragraph 4 above

Ethos and organisation

9. We ensure the principles listed in paragraph 4 above apply to the full range of our policies and practices, including those that are concerned with:

- pupils' progress, attainment and achievement
- pupils' personal development, welfare and well-being
- pupils' special educational needs and disabilities
- teaching styles and strategies
- admissions and attendance
- staff recruitment, retention and professional development
- care, guidance and support
- behaviour, discipline and exclusions
- working in partnership with parents, carers and guardians
- working with the wider community.

Addressing prejudice and prejudice-related bullying

10. The school is opposed to all forms of prejudice which stand in the way of fulfilling the legal duties referred to in paragraphs 1–3:
 - prejudices around disability and special educational needs

- prejudices around racism and xenophobia, including those that are directed towards religious groups and communities, for example anti-Semitism and Islamophobia, and those that are directed against Travellers, migrants, refugees and people seeking asylum
- prejudices reflecting sexism and homophobia.
- prejudices around disadvantage or changes to personal circumstances e.g. looked after children, children eligible for free school meals

11. There is guidance in the staff handbook on how prejudice-related incidents should be identified, assessed, recorded and dealt with.
12. We take seriously our obligation to report regularly to the local authority about the numbers, types and seriousness of prejudice-related incidents at our school and how they are dealt with.

Roles and responsibilities

13. The governing body is responsible for ensuring that the school complies with legislation, and that this policy and its related procedures and action plans are implemented.
14. A member of the governing body has a watching brief regarding the implementation of this policy.
15. The headteacher is responsible for implementing the policy; for ensuring that all staff are aware of their responsibilities and are given appropriate training and support; and for taking appropriate action in any cases of unlawful discrimination.
16. A senior member of staff has day-to-day responsibility for co-ordinating implementation of the policy.
17. All staff are expected to:
 - promote an inclusive and collaborative ethos in their classroom
 - deal with any prejudice-related incidents that may occur
 - plan and deliver curricula and lessons that reflect the principles in paragraph 4 above
 - support pupils in their class for whom English is an additional language
 - keep up-to-date with equalities legislation relevant to their work.

Our whole school approach to equality is reflected in the overarching principles set out for tackling bullying of pupils with SEN and disabilities by the Anti-Bullying Alliance in partnership with the charity Achievement for All. These principles have been included in this policy as they are relevant for all pupils;

- whether or not they have a special educational need or disability
- 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 or orientation.

These principles are also reflected in our Behaviour and Anti-Bullying Policies and are as follows:

- Inclusion - children participate fully in all aspects of school life
- Language - negative language linked to race, homophobia and disability is taken seriously
- Role Models - all school staff are role models within school
- Difference - difference is actively and visibly celebrated and welcome across the school
- Participation - children are listened to and included in decisions about them and influence strategies and approaches linked to all aspects of bullying
- Partnership - school works in partnership with parents on issues Report - all pupils and parents understand how to report incidents of bullying
- Acknowledge - children and their parents are acknowledged and taken seriously when reporting incidents of bullying

- Respond - children are involved in decisions about how to respond to incidents
- Policies - these principles are embedded within school policies, including Anti-bullying, Behaviour, Equality and SEND, and are adopted within a whole school approach to equality, behaviour, inclusion and well-being

Information and resources

18. We ensure that the content of this policy is known to all staff and governors and, as appropriate, to all pupils and their parents and carers.

19. All staff and governors have access to a selection of resources which discuss and explain concepts of equality, diversity and community cohesion in appropriate detail.

Religious observance

20. We respect the religious beliefs and practice of all staff, pupils and parents, and comply with reasonable requests relating to religious observance and practice.

(The daily act of collective worship in mandatory and should be of a broadly Christian nature. It is not covered by the religious or belief provisions. This exception means that schools will not be action unlawfully if they do not provide an equivalent act of worship for other faiths.) Department of Education May 2014

Staff development and training

21. We ensure that all staff, including support and administrative staff, receive or teams.

Breaches of the policy

22. Breaches of this policy will be dealt with in the same ways that breaches of other school policies are dealt with, as determined by the Headteacher and governing body.

Monitoring and evaluation

23. We collect, study and use quantitative and qualitative data relating to the implementation of this policy, and make adjustments as appropriate.

24. In particular we collect, analyse and use data in relation to achievement, broken down as appropriate according to disabilities and special educational needs; ethnicity, culture, language, religious affiliation, national origin and national status; and gender.

25. This policy has been amended to reflect the non-statutory guidance 'The Equality Act 2010 and Schools' published in May 2014

Other policies linked to the Equality Act 2010:

- Admission Policy
- Curriculum Policies
- Special Educational Needs and Disability Policy
- Behaviour
- Anti-bullying

Review

As part of a two year rolling programme this policy will be reviewed in **Spring 2018**.

Reviewed Headteacher.