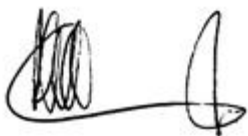


# Equalities Policy

**STATUTORY**

**4**

**POLICY**

Headteacher	Chair of Governors	Review Dates
		Last Review: July 2021
Lisa Keighley	Philip Cavalier-Lumley	Next Review: July 2025

We understand that the Equality Act 2010 combines and builds upon the existing legislation covering discrimination and promotion of equality of opportunity.

We recognise that this Act brings together into one Act those areas now known as ‘protected characteristics’ that qualify for protection from discrimination such as age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

We believe that everyone has the right to be treated with dignity and respect. We are opposed to any direct or indirect discrimination against individuals or groups on grounds such as age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, sexual orientation or political affiliation.

We all have a responsibility to ensure equality permeates all aspects of school life and that everyone is treated equally irrespective of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation. We want everyone connected with this school to feel safe, secure, valued and of equal worth.

We have high expectations of all pupils and we aim to provide them with every opportunity to succeed by providing the highest standards of teaching and learning.

We are opposed to any member of the school personnel or others connected with the school being victimized, harassed or bullied by another based on assumptions about their status in the aforementioned categories or on any other grounds.

In order to achieve the aims of this policy we will as appropriate take measures to positively encourage the employment and/or training of minority or disadvantaged groups or individuals as we recognise that the avoidance of discrimination is not sufficient in ensuring that equality exists in this school.

We wish to work closely with the School Council and to hear their views and opinions as we acknowledge and support Article 12 of the United Nations Convention on the Rights of the Child that children should be encouraged to form and to express their views.

We as a school community have a commitment to promote equality. Therefore, an initial equality impact assessment has been undertaken and we believe this policy is in line with the Equality Act 2010.

## **Aims**

- To introduce and put into practice the Equality Act 2010 that combines and builds upon the existing legislation covering discrimination and promotion of equality of opportunity.
- To treat everyone equally irrespective of their gender, ethnicity, disability, religion or belief, sexual orientation, age or any other protected characteristic.
- To work with other schools to share good practice in order to improve this policy.

## **Responsibility for the Policy and Procedure**

### **Role of the Governing Body**

#### **The Governing Body will:**

- decide and agree policy
- delegate powers and responsibilities to the Headteacher to ensure that this policy is embedded into the culture of the school and comply with this policy;
- delegated powers and responsibilities to the Headteacher to ensure all school personnel and stakeholders are aware of and comply with this policy;
- responsibility for ensuring that the school complies with all equalities legislation;
- encourage training for governors in order to ensure that all governors are aware of their legal responsibilities under equality legislation;
- responsibility for ensuring funding is in place to support this policy;
- responsibility for the effective monitoring and evaluation of this policy

### **Role of the Headteacher and Senior Leadership Team**

#### **The Headteacher and the Senior Leadership Team (SLT) will:**

- ensure that this policy is embedded into the culture of the school;
- ensure all school personnel, pupils and parents are aware of and comply with this policy;
- work closely with the link governor and coordinator;
- provide leadership and vision in respect of equality inclusion and community cohesion;
- the responsibility of involving the School Council in the development, approval, implementation and review of this policy;
- record and deal with incidents of racism, bullying and other inappropriate behaviour;
- seek advice from appropriate agencies in order to ensure that the Governing Body is appropriately advised to ensure that this policy is kept up to date;
- ensure equal opportunities is covered in the school improvement plan, in all subject policies and curriculum plans;
- address any reports of discriminatory or unequal treatment
- record, report and address all racial incidents;
- provide guidance, support and training to all staff;
- monitor the effectiveness of this policy;
- annually report to the Governing Body on the success and development of this policy

## **Role of School Personnel**

### **School personnel will:**

- ensure that they read and fully support this policy and the arrangements;
- act as positive role models in order to promote equality throughout the school community;
- implement the school's equalities policy and schemes;
- report to the SLT all incidents or concerns of discrimination and unequal treatment and address them in accordance with this policy and school procedure.
- maintain an overall school ethos of respect and tolerance for one another;
- promote equality, inclusion and good community relations;
- challenge inappropriate language and/or behaviour;
- tackle bias and stereotyping;
- insist on good pupil conduct;
- be alert to signs of racial or other unacceptable harassment and bullying;
- have high expectations of all pupils;
- carefully monitor all groups of pupils to ensure that they make progress and achieve their targets;
- provide a stimulating, relevant and exciting curriculum that will motivate and enthuse all students;
- use a variety of teaching methods to ensure effective learning takes place for all pupils;
- promote equality through curriculum planning;
- ensure planning is differentiated as required in order to provide full access for all pupils;
- create a positive classroom ethos that is welcoming to both sexes;
- ensure pupils feel valued and have individual targets;
- open to the views of pupils
- attend appropriate training sessions;

## **Role of Pupils**

### **Pupils will:**

- be aware of and comply with this policy;
- recognise that they have a role and responsibility to promote equality, inclusion and good community relations;
- challenge inappropriate language and similar behaviour in line with this policy;
- tackle bias and stereotyping;
- work to promote anti-bullying strategies;
- respond appropriately to incidents of discrimination and harassment and understand the action needed to report these
- learn to take pride in their work;
- produce work of a high standard;
- listen carefully to all instructions given by any school personnel and/or visitors such as Governors.
- ask for further help if they do not understand;
- participate fully in all lessons;
- participate in discussions concerning progress and attainment;
- treat others, their work and all equipment with respect;
- support the school Code of Conduct and guidance necessary to ensure the smooth running of the school;
- talk to others without shouting and use language which is neither abusive nor offensive;
- hand in homework properly completed and on time;
- wear correct uniform and in the correct manner;
- liaise with the school council;
- take part in questionnaires and surveys

## **Role of the School Council**

### **The School Council is involved in:**

- determining this policy in association with the Governing Body;
- discussing improvements to this policy during the school year;
- organising surveys to gauge the thoughts of all pupils;
- reviewing the effectiveness of this policy with the Governing Body

## **Recruitment Process**

We are an Equal Opportunities employer and we adhere to the principles of equal opportunity in all aspects of the recruitment process.

We welcome applications for vacant posts from appropriately qualified people regardless of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

## **Complaints**

The complaints procedures will be used to deal with any discriminatory complaint from any member of the school personnel.

Any case of harassment will be dealt with by the school's disciplinary procedure.

## **Role of Parents/Carers**

### **Parents/carers will:**

- be aware of and comply with this policy;
- be asked to take part periodic surveys conducted by the school;
- assist the school by reminding pupils attending this school of the principles of this policy;

## **Raising Awareness of this Policy**

We will raise awareness of this policy via appropriate media such as learning platform and school handbook.

## **Training**

We ensure all school personnel have equal chances of training, career development and promotion.

Periodic training will be organised for all school personnel so that they are kept up to date with new information and guidelines concerning equal opportunities.

## **Equality Impact Assessment**

Under the Equality Act 2010 we have a duty not to discriminate against people on the basis of their age, disability, gender, gender identity, pregnancy or maternity, race, religion or belief and sexual orientation.

This policy has been equality impact assessed and we believe that it is in line with the Equality Act 2010 as it is fair, it does not prioritise or disadvantage any pupil and it helps to promote equality at this school.

### **Monitoring the Effectiveness of the Policy**

This policy and its effectiveness will be reviewed every four years, but also when the need arises by the Governing Body.