



Equality Policy

Ratified by Governors	July 2014	Revised	March 2019
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Equality

We believe this policy relates to the following legislation:

- The Education (School Performance Information) (England) Regulations 2001
- Equality Act 2010
- We also welcome our duty under the Education and Inspections Act 2006 to promote community cohesion.

We recognise that these duties 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.

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 whatever their age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation.

We all have a responsibility to ensure equality permeates in to 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 from across the ability range. We aim to provide them with every opportunity to succeed by providing the highest standards of teaching and learning within a curriculum that is broad, balanced, differentiated, relevant and exciting. We will monitor the progress of all pupils in order for them to achieve their expected targets.

We are opposed to any member of the school staff, or others connected with the school, being victimised, harassed or bullied by another based on assumptions about their status in the aforementioned categories or on any other grounds. Also, we will not discriminate against anyone because of their political affiliation.

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

We work hard to maintain a positive ethos where all members of the school community work well alongside each other developing positive working relationships.

We want pupils to come to school to enjoy the meaningful experiences that we offer and where they feel valued and special. We want them to have a sense of pride in themselves and their school.

We want school staff to see the importance of and derive a sense of fulfilment from their work in school, but above all we want them to feel valued by everyone in the school community.

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 express their views.

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

We aim to be judged at least good in all school inspections by ensuring that standards and progress for all pupils are higher than national.

We believe it is essential that this policy clearly identifies and outlines the roles and responsibilities of all those involved in the procedures and arrangements that is connected with this policy.

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 achieve the highest standards of teaching and learning for all children irrespective of their gender, ethnicity, disability, religion or belief, sexual orientation, age or any other protected characteristic.
- To promote understanding and respect for other people's cultural identity
- To work with other schools and the local authority to share good practice in order to improve this policy.

Responsibility for the Policy and Procedure

The Governing Body has:

- Responsibility to comply with all aspects of the Equality Act 2010;
- Delegated powers and responsibilities to the Headteacher to ensure that this policy is embedded into the culture of the school;
- Delegated powers and responsibilities to the Headteacher to ensure all school staff and stakeholders are aware of, and comply with this policy;
- Responsibility to set equality objectives every four years;
- Responsibility to have in place a school accessibility plan in order to provide as full access as is possible to the school buildings for all disabled people;
- Responsibility for ensuring that the school complies with all equalities legislation;
- Nominated a designated Equalities governor to ensure that appropriate action will be taken to deal with all prejudice related incidents or incidents which are a breach of this policy;
- Organised training for governors in order to ensure that all governors are aware of their legal responsibilities under equality legislation
- The responsibility to monitor achievement of equality targets;
- Responsibility for ensuring funding is in place to support this policy;

- Responsibility for ensuring this policy and all policies are maintained and updated regularly;
- Responsibility for ensuring all policies are made available to parents
- The responsibility of involving the School Council in the development, approval, implementation and review of this policy;
- Nominated a link governor to visit the school regularly, to liaise with the Headteacher and to report back to the Governing Body;
- Responsibility for the effective implementation and the annual monitoring and evaluation of this policy;
- Make effective use of relevant research and information to improve this policy;
- Responsibility to annually publish the School's compliance with the Equality Act 2010

The Headteacher and Senior Leadership Team will:

- Ensure that this policy is embedded into the culture of the school;
- Ensure all school staff, pupils and parents are aware of and comply with this policy;
- Work closely with the link governor;
- Provide leadership and vision in respect of equality inclusion and community cohesion;
- Record and deal with incidents of racism, bullying and other inappropriate behaviour;
- Seek advice from appropriate agencies in order to ensure that this policy is kept up to date;
- Have high expectations of all pupils from across the ability range;
- Provide every opportunity for pupils to succeed by ensuring the highest standards of teaching and learning;
- Ensure the curriculum is broad, balanced, differentiated, relevant and exciting;
- Monitor the progress of all pupils in order for them to achieve their expected targets;
- Ensure equal opportunities are covered in the school improvement plan, in all subject policies and curriculum plans;
- Monitor and analyse the performance of different groups of pupils within the school;
- Report regularly to the Governing Body on the standards achieved by different groups within the school;
- Highlight and share positive activities that help to tackle educational disadvantage;
- Ensure the accessibility of the school site is carefully monitored and reviewed annually;
- Record, report and address all racial incidents;
- Provide guidance, support and training to all staff;
- Monitor the effectiveness of this policy by:
 - Scrutinising teachers' planning
 - Scrutinising children's work
 - Observing pupils throughout the school day
 - Classroom monitoring of pupil's progress
 - Analysis of questionnaires and surveys with pupils, parents/carers, and school staff.
 - Analysis of pupil data

Annually report to the Governing Body on the success and development of this policy.

Role of the nominated Governor

- The nominated Governor will work closely with the Headteacher
- Ensure this policy and linked ones are up to date
- Ensure that everyone connected to the school is aware of this policy
- Report on the effectiveness of the policy to the Governing Body every year

The role of school staff

- Act as positive role models in order to promote equality throughout the school
- Abide by and adhere to this policy
- Implement the school's policy and schemes
- Report and deal with all incidents of discrimination and unequal treatment to the SLT
- Maintain a school ethos of respect and tolerance for one another
- Promote equality, inclusion and good community relations
- Challenge inappropriate language
- Tackle bias and stereotyping
- Be alert to signs of racial harassment and bullying
- Insist on excellent pupil conduct
- Have high expectations of all pupils
- Carefully monitor all groups of pupils and ensure they meet their targets
- Provide a stimulating, relevant and exciting curriculum that will motivate and enthuse all students
- Promote equality through curriculum planning and ensure it is differentiated to ensure full access for all pupils
- Use a variety of teaching methods to ensure the curriculum is accessible for all
- Provide challenge for all pupils
- Provide specialised resources for children with disabilities
- Create a positive classroom ethos that is welcoming to all
- Ensure pupils feel valued and give them the opportunity to express their views
- Encourage children to share their experiences of different cultures and religions
- Provide high quality displays of children's work; ensure all are represented over the year
- Report any concerns they have on any aspect of the school community

The role of pupils

- Be aware of and follow this policy (at an age appropriate level of understanding)
- Recognise they have a role and responsibility to promote equality, inclusion and good community relations
- Respond appropriately to incidents of discrimination and harassment and understand how to report these
- Challenge bias, stereotyping, and inappropriate language
- Follow school's anti-bullying strategies and involve adults if they have concerns
- Listen carefully to instructions given by their teacher so they can produce work of a high standard
- Join in with all lessons and ask for help if they do not understand
- Treat others, their work and equipment with respect
- Follow the school rules
- Respect the views of others, talk without shouting and not use inappropriate language
- Liaise with school council representatives; take part in questionnaires and surveys.

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 persons 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 staff. Please see relevant policy for this procedure.

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 encouraged to take an active role in the life of the school by attending:
 - parents' and open evenings
 - Golden Assemblies
 - school concerts
 - fundraising and social events

Also

- Be encouraged to work in school as volunteers;
- Be encouraged to organise after school clubs or groups;
- Be asked to take part periodic surveys conducted by the school

Raising Awareness of this Policy

We will raise awareness of this policy via:

- The school website
- School events
- Meetings with school staff
- Communications with home such as half termly newsletters
- Reports such the annual report to parents and Headteacher reports to the Governing Body
- Information displays in the main school buildings
- Meetings with parents such as introductory, transition, parent-teacher consultations and periodic curriculum workshops

Training

All school staff:

- Have equal chances of training, career development and promotion
- Receive training on this policy on induction which specifically covers:
 - Ethos
 - Equal opportunities
 - Inclusion
 - Anti-bullying
 - Assessment
 - Curriculum

- Pupil Behaviour & Discipline
 - Sex and Relationships
 - Teaching and Learning
- receive periodic training so that they are kept up to date with new information
 - receive equal opportunities training on induction in order to improve their understanding of the Equality Act 2010 and its implications

Addressing Prejudice Related Incidents

This school is opposed to all forms of prejudice and we recognise that children and young people who experience any form of prejudice related discrimination may fare less well in the education system. We provide both our pupils and staff with an awareness of the impact of prejudice in order to prevent any incidents. If incidents still occur we address them immediately in line with our behaviour policy. If children are involved in any incidents they are put into 'sanctions' and parents are informed (both victim and perpetrator.)

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

The practical application of this policy will be reviewed annually or when the need arises by the Headteacher and the nominated governor.

A statement of the policy's effectiveness and the necessary recommendations for improvement will be presented to the Governing Body for further discussion and endorsement.