

SH26 – Equality Policy

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Introduction

We are committed to eliminating unlawful discrimination, harassment and victimisation, promoting equality of opportunity and community cohesion between people within the local community. In accordance with our mission statement / school values we pledge to respect the human rights of our pupils, staff and other members of the school community, and to educate them about equality, diversity and cohesion.

Legislation and Duties

Under the Equality Act 2010 the school has duties in respect of the following protected characteristics: age, race, religion, disability, sexual orientation, gender, gender reassignment, pregnancy and maternity, marriage and civil partnership:

- Eliminate discrimination, harassment and victimisation
- Advance equality of opportunity
- Foster good relations in the community

To achieve these duties the school will take the following actions:

- Consult pupils, parents, carers, guardians and staff
- Assess and monitor the impact of its policies and decisions upon people who share protected characteristics
- Make reasonable adjustments for disabled pupils and staff

- Record racist and other hate crime incidents
- Audit and monitor the curriculum ensuring its inclusive

The full Equality Policy document can be viewed, on request. Consultation with pupils, parents, carers, guardians and staff will take place throughout the academic year. There are tools in place to monitor the impact of the policies, record racist and other hate crimes and monitor the curriculum, incorporated within the full policy document.

Responsibilities

There are a number of people responsible in the area of equality within the school:

- Governors
- The Head Teacher
- All Staff
- Teaching Staff
- Visitors and Contractors.

Types of unlawful conduct under the Equality Act 2010

Under the law, the following conduct is unlawful:

- Discrimination – treating someone less favourably because of their protected characteristics
- Harassment – unwanted behaviour, linked to any protected characteristic, which is felt by another to impact on their dignity, or create an environment which they find intimidating, hostile, degrading, humiliating or offensive.
- Victimisation – when someone is made to suffer further because they have raised a concern about harassment or discrimination

Pupils

The school will not tolerate harassment, victimisation or discrimination in any form. The school will not discriminate against children seeking admission, nor with regard to how pupils are treated, on grounds of gender, race, disability, sexual orientation, religion gender reassignment, pregnancy and maternity, or marriage or civil partnership. This includes discrimination in provision of teaching or allocating the pupil to certain classes, applying different standards of behaviour, dress and appearance, excluding pupils or subjecting them to any other detriment, and conferring benefits, facilities or services.

Employment

We are committed to an equal pay policy and free from bias pay structure. We will not discriminate, harass or victimise on grounds of protected characteristics in employment:

- Gender / gender reassignment

- Race
- Ability / disability
- Sexual orientation
- Religion or belief
- Age
- Pregnancy and maternity, or
- Marriage or civil partnership

The school will ensure that it sends employment monitoring data to the Local Authority.

The school will monitor the information as set out below disaggregated by disability, gender and different ethnic group:

- The number of staff in post, and
- The number of applicants for employment, training and promotion

Consultation

We need to consult with parents, carers, pupils, and staff in any major decisions the school will be making, which will be included in the School's Improvement Plan.

Monitoring

The following policies will be monitored to ensure a consistency in improvement and any further actions that need to be included in the Schools Improvement Plan:

- Pupil admission
- Pupil exclusion
- Pupil attainment
- Governor profile
- Complaints
- Racist and other hate crime incidents
- Satisfaction Surveys

Equality Impact Assessment (EIA)

The aim of the EIA is to ensure that due regard has been given to all protected characteristics, ensuring equal access/service/results for all. The school will complete an EIA for all policies, policy reviews and major decisions.

Equality Action Plan

The school has an action plan, which sets out all the things we need to do to ensure that we are taking all necessary steps to eliminate unlawful discrimination, harassment or victimisation, promote equality of opportunity and community cohesion between people within the local community.

Equality and Cohesion Curriculum Audit Checklist

The school has a curriculum audit tool. This will ensure that each member of teaching staff will use inclusive and positive images of a diverse community and examples that promote good community relations. They will challenge gender, racial, religious, disablist, ageist, and homophobic stereotypes, e.g. prejudices about what people from particular groups should/shouldn't or can/cannot do.

Adopted and signed on behalf of the Governing Body	Sylvia Lamb – Chair of Governors
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