



Equality Policy

NOVEMBER 2018

1.1.1 Purpose

This policy is in place to ensure that the academy ethos, policies and practices respect and protect the rights of all individuals, and promote practices to ensure that all pupils and staff are enabled to make the most of their abilities and qualities. It is central to the promotion of community cohesion.

We will make every effort to ensure that all groups prosper and are not subjected to harassment or discrimination, using this policy to support good decision-making. We will ensure that we consider how different people will be affected by our plans and policies so that provision is appropriate and accessible to all and meets different people's needs. We will consider the impact of our plans and policies in relation to:

1. employment
2. pay
3. sex and sexual orientation
4. race
5. disability
6. religion or belief
7. gender reassignment
8. pregnancy or maternity
9. Special Educational Needs, including children who exhibit challenging behavior and those with emotional, mental and physical well-being needs
10. children who have frequent moves and lack stability in life leading to time out of school or low attendance
11. those who are caring for others
12. children from homes with low income, and/or inadequate home study space
13. children with low levels of parental support or different parental expectations.

1.1.1 Who was consulted?

The policy was developed through consultation with all sections of the school community through regular monitoring and evaluation procedures.

1.1.2 Relationship to other policies

This policy relates to all our policies.

1.1.3 Roles and responsibilities of Principal, other staff, governors

The **Principal** will:

- ensure that the school produces information about how it is meeting the aims of the general duty and publishes SMART (specific, measureable, achievable, relevant and time limited) equality objectives.
- incorporate these objectives into the school development plan to describe what the school will do to ensure that its policies and practice do not discriminate unfairly, directly or indirectly, against any groups of adults or pupils in the school, so that it is accessible to all
- consider equality before and at the time of making decisions or taking actions which may have implications for any of those groups covered in the list of 13 points above, and keep a record showing that questions relevant to equality duties have been addressed
- ensure that governors, staff, parents and carers are aware of their roles in ensuring compliance with the Equality Act 2010
- work with governors and staff to establish a culture which celebrates diversity/equality and achievement; promotes high expectations and inclusive approaches
- welcome applications for school places and jobs from all sections of the community
- ensure that incidents are reported, analysed, addressed swiftly and effectively, and reported on.

The **staff** will actively implement the equalities plan, and support the monitoring of impact.

Students, parents and carers will be consulted on the plan regularly and be kept informed through the school prospectus and home-school agreement.

Visitors and contractors will be made aware of the policy through relevant signs around the school and clauses in contracts.

The **governing body** will:

- contribute to decision-making when objectives are being agreed
- ensure that equality objectives are integrated in the school development plan together with detail about how and when implementation will be monitored and the impact evaluated
- designate a lead governor for equality issues
- use its power to nominate governors to ensure its composition reflects the community it serves
- apply the principles of best value without discrimination when purchasing goods and services
- monitor and evaluate the implementation and impact of this policy, seeking evidence of measureable improvements in relation to equality issues, and using the outcomes to inform future plans
- disseminate the outcomes of evaluation to the whole school community, together with a summary of the action to be taken.

The governing body expects all members of the school community to be committed to this policy, and that visitors will comply with it. It accepts responsibility for ensuring that this policy is implemented in every aspect of school life. If there is a breach of the policy, the school will take appropriate action. This may include the following.

In the case of pupils breaching the policy:

- staff dealing with the incident will complete an incident report form
- the perpetrator will be dealt with in accordance with the behaviour policy

- the consequences of any further breach of conduct will be clearly stated with the ultimate sanction of exclusion.

In the case of staff breaching the policy the relevant procedures outlined in the staff discipline and grievance policy will be instigated.

In the case of parents, visitors or contractors breaching the policy they will be reminded of the school's commitment to equality and asked to desist, and further incidents may lead to individuals being requested to leave school premises.

Serious breaches constitute criminal offences and will be reported to the relevant authorities.

1.1.4 Arrangements for monitoring and evaluation

The governing body will receive reports from the Principal and staff that enable evaluation of the implementation and impact of actions taken to achieve the equality objectives. It will monitor the pattern and frequency of equality related incidents – defined as any incident which is perceived by the victim or any other person to contravene this policy- and evaluate the effectiveness of response.

Implementation and Review

This policy will be made known to all staff, parents/carers and governors, and published on the academy's website. Copies are also available upon request from the academy office. This policy will be reviewed every three years or as required.

Written by: Debbie Randall

Agreed by Principal: Debbie Randall

Ratified by Governors:

Date: November 2018

Date: November 2018

Date