

# **Equality Policy Statement & Objectives**

***Date: February 2024***

***Policy Review Cycle: Annually***

***Review Assigned***

## **Introduction and Statement of intent**

We are a Rights Respecting School and this policy is underpinned by our continued commitment to UNICEF and the UN Convention of Rights of the Child. This policy links directly to the following responsibilities:

**Article 2 (Non-discrimination):** The Convention applies to all children, whatever their race, matter where children live, what language they speak, what their parents do, whether they are boys or girls, what their culture is, whether they have a disability or whether they are rich or poor. No child should be treated unfairly on any basis.

**Article 3 (Best interests of the child):** The best interests of children must be the primary concern in making decisions that may affect them. All adults should do what is best for children. When adults make decisions, they should think about how their decisions will affect children. This particularly applies to budget, policy and law makers.

**Article 12 (Respect for the views of the child):** When adults are making decisions that affect children, children have the right to say what they think should happen and have their opinions taken into account.

Foster good relations between persons who share a relevant protected characteristic and persons who do not share it. This will apply

Sexual orientation

Marriage and civil partnership

The Act 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 provides education for pupils.

In the way it provides pupils access to any benefit, facility or service.

By excluding a pupil or subjecting them to any other detriment.

The responsible body for the school is the governing board or the LA.

The liability not to discriminate, harass or victimise does not end when a pupil has left the school, but will apply to subsequent actions

The school is opposed to all forms of prejudice and recognises that children and young people who experience any form of prejudice-related discrimination may fare less well in the education system.

The school will ensure that all staff comply with the appropriate equality legislation and regulations.

The Admissions Policy will not



Pupils will:

Not discriminate or harass any other pupil or staff member.

Actively encourage equality and diversity in the school by contributing their cultural experiences and values.

Report any incidences of bullying or harassment, whether to themselves or to others, to the head teacher or to another member of staff.

Abide by all the equality and diversity policies, procedures and codes.

The school will share the equality policy on its website, in order to demonstrate how it is complying with the PSED in the Equality Act 2010, and advancing equality of opportunity.

### 3. Equality objectives

The school is committed to promoting the welfare and equality of all its staff, pupils and other members of the school community. **To achieve this, the school sees all learners and potential; learners, parents and carers, of equal value.**

The school will update all published equality documentation annually and will publish its objectives at least every four years.

### 4. Collecting and using information

The school will collect equality information for the purpose of:

Identifying key issues, e.g. unlawful discrimination in teaching methods.

Assessing performance e.g. benchmarking against similar organisations locally or nationally.

Taking action, e.g. adapting working practice to accommodate the needs of staff who share protected characteristics.

The school will build an equality profile for staff to assist with identifying any issues within their recruitment regime. The school will obtain the following information from their staff:

Recruitment and promotion

Numbers of part-time and full-time staff

Pay and remuneration

Training

Return to work of women on maternity leave

Return to work of disabled employees following sick leave relating to their disabilities

Appraisals

Grievances (including about harassment)

Disciplinary action (including for harassment)

Dismissals and other reasons for leaving

The school will use the information they obtain to analyse any gaps present in their equality documentary.

Any personal data the school collects will be processed in accordance with the Data Protection Policy.

## **5. Publishing information**

The school will publish information to demonstrate its compliance with the Act. The school will publish findings in their annual report.

## **6. Promoting equality**

In order to meet our objectives, the school has identified the following priorities:

Throughout the year, the school will plan ongoing events to raise awareness of equality and diversity.

Gain a fully accurate picture of pupil and staff religions and race across school in order to respond to their needs appropriately.

Gain accurate picture of pupils own views about their own religion and how it is represented



The school will ensure that pupils and staff are aware of the impact of prejudice in order to prevent any incidents from occurring.

If incidents continue to occur, the school will address them immediately and report them to the LA.

## **8. Appeal process**

- 7.1. Staff members retain the right to appeal against a decision on the acceptability of their appearance e.g. dress code,  
The school will adhere to the Complaints Procedures Policy when following 7.2. the grievance procedure.

## **9. Curriculum**

All pupils will be entitled to access a broad and balanced curriculum and to teaching and learning opportunities which meet their needs, including extra support where this has been identified as a statutory need.

When planning the curriculum, the school will take every opportunity to promote and advance equality.

When teaching the curriculum, the school will promote equality and will not subject individuals to discrimination.

The school will develop an appropriate curriculum for all pupils in all vulnerable groups.

The school will ensure PSHE lessons are designed for pupils to develop their knowledge of the world and the importance of equality.

## **10. Monitoring and review**

The head teacher will review this policy annually, to ensure that all procedures are up-to- date.

The policy will be monitored and evaluated by the head teacher and governing board in the following ways:

- Individual attainment data
- Equal opportunities recruitment data
- Equality impact assessments
- Ofsted inspection judgements on equality and diversity
- Incident records related to harassment and bullying Any

changes made to this policy will be communicated to all members of staff.