

Staindrop School an Academy

Policy: Equality Policy

Approved by: Governors January 2015

Review Date: November 2015

1. What is the Single Equality Scheme and Action Plan?

We have produced our Single Equality Scheme (SES) Policy that covers a three-year period from **2014 to 2017**. It integrates our statutory duties in relation to race, disability and gender and promoting community cohesion. The duties cover staff, pupils and people using the services of the school such as parents.

It also addresses the legislation relating to religion or belief, sexual orientation and age and therefore includes our priorities and actions to eliminate discrimination and harassment for these equality areas.

Our Single Equality Scheme and Action Plan enables us to achieve a framework for action which covers all six equality strands and ensures that we meet our responsibilities of the public sector duties in an inclusive way.

We will continue to meet our statutory duties by reporting annually (see section 14) on the progress of the Single Equality Scheme. This will be reviewed by our Governors and will cover activity undertaken in relation to the six equality strands and promoting community cohesion.

2. Meeting our duties

Under the statutory duties all schools have responsibilities to promote race, disability and gender equality.

Race equality

The general duty to promote race equality means that we must have due regard to:

1. Eliminate unlawful racial discrimination
2. Promote equality of opportunity
3. Promote good relations between people of different racial groups.

Disability equality

The general duty to promote disability equality is owed to all disabled people which means that we must have due regard to:

1. Promote equality of opportunity between disabled people and other people
2. Eliminate unlawful discrimination
3. Eliminate disability- related harassment
4. Promote positive attitudes towards disabled people
5. Encourage participation by disabled people in public life
6. Take steps to take account of disabled peoples' disabilities, even where that involves treating disabled people more favourably than other people.

Accessibility

There is specific disability legislation in relation to disabled pupils and accessibility which means we must plan strategically over time to:

1. Increase access to the curriculum
 2. Make improvements to the physical environment of the school to increase access;
 3. Make written information accessible to pupils in a range of different ways
- It must be ensured that disabled pupils do not receive less favourable treatment and to do this the school has a duty to make reasonable adjustments.

Gender equality

The general duty to promote gender equality means that we must have due regard to:

1. Eliminate unlawful discrimination and harassment and
2. Promote equality of opportunity between men and women, girls and boys.

The duty also includes the need to consider actions to address the causes of any gender pay gap. Staindrop School an Academy considers that this has been addressed through the implementation of the Appraisal and Pay Policies.

Transgender

Transgendered people are explicitly covered by the gender equality duty. The term transgendered refers to a range of people who do not feel comfortable with their birth gender. The school will respect the confidentiality of those seeking gender assignment and will provide a supportive environment within its school community.

Community cohesion

We accept our responsibility to promote community cohesion, developing good relations across different cultures, ethnic, religious and non-religious and socioeconomic groups.

Age, sexual orientation, religion and belief

We must ensure that we do not discriminate on these grounds. This includes actions to eliminate discrimination and harassment.

3. Our school values and visions

In meeting the duties described above will mean that all our actions will embody our school's key principles and values, which include:

Aim 1. To maximise success in a strong community founded on challenge, enjoyment of learning and mutual respect.

- We strive to make the best possible provision for all pupils/students, regardless of disability, ethnicity, culture, religious belief, national origin or status, gender or sexual orientation.

Aim 2. To provide students with opportunities to develop into successful, enterprising and responsible citizens.

- We respect diversity. We know that treating people equally is not simply a matter of treating everyone the same.

Aim 3. To provide a rich and diverse curriculum.

- We know that equality is not simply about protecting the potentially vulnerable.
- We are proactive in our efforts to identify and minimise existing barriers or inequalities.

Aim 4. To provide Pastoral care which will offer clear guidance and support to all students.

- We value staff for their ability and potential to help us make the best possible provision for the children in our school, regardless of disability, ethnicity, culture, religious belief, national origin, gender or sexual orientation.
- We recognise our role in promoting community cohesion, and actively encourage the participation in public life of all learners in our school.

Aim 5. To seek opportunities to consult all concerned in the continuous improvement of the school.

- We seek the views of all groups affected by the policies and work of our school, and try to involve them in policy review.

4. Collecting and analysing equality information for pupils at Staindrop School an Academy

Staindrop School an Academy is an inclusive school. We use the curriculum and teaching to enhance the self-esteem of all those it serves and to provide a

learning environment in which each individual is encouraged to fulfil her or his potential.

We collect and analyse the following equality information for our pupils/students:

- Attainment levels
- Attendance levels
- Exclusions
- Attendance at Extended School activities/extra-curricular activities (eg school trips)
- Complaints of bullying and harassment
- Participation in Student Council
- Choice of options selected

5. Collecting and analysing equality information for employment and governance at Staindrop School an Academy

Staindrop School an Academy is committed to providing a working environment free from discrimination, victimisation, and harassment.

The School also aims to recruit an appropriately qualified workforce and governing body that is representative of all sections of the community in order to provide a service that respects and responds to the diverse needs of our local population.

We collect and analyse the following profile information for our staff and governors:

- Applicants for employment
- Staff profile
- Governing body profile
- Attendance on staff training events
- Disciplinary and grievance cases
- Staff appraisals/performance management

6. Other School Policies

We have used our existing school policies to inform our Single Equality Scheme. These include:

- School improvement plan/Top Priorities
- Accessibility plan
- Racist incidence policy

- Anti-Bullying policy
- Whistle blowing policy

7. Roles and Responsibilities

- Our governing body will ensure that the school complies with statutory requirements in respect of this Scheme.
- Our headteacher is responsible for the implementation of this Scheme, and will ensure that staff are aware of their responsibilities, that they are given necessary training and support and report progress to the governing body.
- Our staff are expected to promote an inclusive and collaborative ethos in the school, challenge inappropriate language and behaviour, respond appropriately to incidents of discrimination and harassment, ensure appropriate support for children with additional needs, maintain a good level of awareness of equalities issues.
- Our pupils have a responsibility to themselves and others to treat each other with respect, to feel valued, and to speak out if they witness or are subject to any inappropriate language or behaviour.
- We will take steps to ensure all visitors to the school, including parents/carers are adhering to our commitment to equality.

8. Commissioning and Procurement

The School is required by law to make sure that when we buy services from another organisation to help us provide our services, that organisation will comply with equality legislation. This will be a significant factor in selection during any tendering process.

9. Publicising our scheme

We have publicised our scheme in the following ways :

- School website
- Staff and parent newsletter
- Assemblies

10. Annual Review of Progress

We will continue to review this policy annually.