

# EQUALITY POLICY

<i>Policy/Procedure Title</i>	<i>Equality Policy</i>
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<i>Approved by</i>	<i>Governors</i>
<i>Reviewed</i>	<i>March 2018</i>
<i>Review date</i>	<i>March 2022</i>

## **Equality Information and Objectives**

### **Aims:**

Our school aims to meet its obligations under the Equality Act by having due regard to the need to:

- Eliminate discrimination.
- Advance equality of opportunity.
- Foster good relations.

Our school recognises they have a duty to ensure that all groups prosper including:

- Boys and girls, men and women.
- All minority ethnic groups.
- Students, families staff and others with-
  - Different religions or beliefs
  - With special educational needs
  - With a range of disabilities
- Students who are 'looked after' and their Carers.
- Students or staff who are gay or lesbian.
- Students or staff who are undergoing gender reassignment.
- Students or staff who are pregnant or have recently given birth.

### **Legislation and Guidance:**

This document meets the requirements under the following legislation:

- The Equality Act 2010, which introduced the public sector equality duty and protects people from discrimination.
- The Equality Act 2010 (Specific Duties) regulations 2011, which require schools to publish information to demonstrate how they are complying with the public sector equality duty and to publish equality objectives.

To do this we will collect data related to the protected characteristics above and analyse this data to determine our focus for our equality objectives. The data will be assessed across our core provisions as a school. This will include the following functions:

- Admissions
- Attendance
- Attainment including EHCP Outcomes, IEPs, P Levels and Curriculum levels
- Exclusions
- Prejudice related incidents

## **Roles and responsibilities**

### **The Governing Body:**

- Will ensure that the equality information and objectives in this information are published and communicated throughout the school including staff, students and parents, and that they are reviewed at least every 4 years.
- Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the head teacher.
- Publish data and equality objectives in conjunction with the Head teacher.
- Ensure expertise, skills and knowledge of people of a range of racial, ethnic and faith background, from the local and wider community, to develop positive attitudes and cultural diversity.
- Ensure and apply an equal approach to pay for all roles within the Propeller Academy Trust, reflecting the gender pay gap.
- Actively promote paternity and maternity leave rights.
- Ensure promotions are opened to all genders.
- Where appropriate use positive discrimination to increase ethnic/ gender diversity.

### **The Head teacher**

- Promote the knowledge and understanding of the equality objectives amongst staff and students.
- Monitor success in achieving the objectives and report back to governors.
- Ensure that all school community receives adequate training to meet the need of delivering equality, including pupil awareness.
- Ensure that all staff are aware of their responsibility to record and report prejudice related incidents.
- Appropriate training will be provided for all staff to ensure that they fully understand their responsibility under the law and this policy.

### **Designated Member of Staff for Equality (SLT)**

- Support the head teacher in promoting knowledge and understanding of the equality objectives across the school staff and students.
- Ensure fair treatment and access to services and opportunities.
- Ensure that all staff are aware of their responsibility to record and report prejudice related incidents.

The school strives to build and maintain a culture and ethos in which everyone is equally valued and treated with respect. Diversity is promoted as a source of strength and a cause for celebration. These beliefs are endorsed by the school's mission statement, the Teaching and Learning Policy and the adoption of the Values Curriculum Statement which permeates all aspects of school life.

### **Teaching and Non-Teaching Staff:**

- Help in delivering the right outcomes for students.

- Uphold the commitment made to students and parents/carers on how they can be expected to be treated.
- Design and deliver an inclusive curriculum.
- Be aware of their responsibility to record and report prejudice related incidents.
- Support the school and the governing body in delivering a fair and equitable service to all stakeholders.
- Uphold the commitment made by the head teacher on how students and parents/carers can be expected to be treated.
- Support colleagues within the school community.

### **Parents:**

- Take an active role in supporting and challenging the school to achieve the commitment given to the school community in tackling inequality and achieving equality of opportunity for all.

### **Pupils**

- Have developed class based equal opportunities statements as part of the class code of conduct.
- Have opportunities to complete work on Equality through Pupil Voice (School Council) and Circle time.
- Have opportunities to share their ideas and opinions through Pupil Voice.

### **Local Community Members**

- Take an active part in identifying barriers for the school community and in inform the governing body of actions that can be taken to eradicate these.
- Take an active role in supporting and challenging the school to achieve the commitment made to the school community in tackling inequality and achieving equality of opportunity for all.

We will ensure that the whole school community is aware of the Single Equality Policy and the current equality objectives by publishing them on the school website.

### **Breaches**

Breaches to this statement will be dealt with in the same way that breaches to other school policies are dealt with, as determined by the head teacher and governing body.

### **Monitor and Review**

Every 4 years we will change our plan. We will review our objectives in relation to any changes in our school profile and each year as a standing agenda. A report will be submitted to the Governors as to how progress against the objectives has been made.

### **Our overarching aim is to:**

*To improve the participation and engagement of different groups of pupils ,parents and communities.*

To achieve this, our objectives for 2018- 2022 are:

- To increase equality and diversity awareness for all staff.
- To improve knowledge, skills and attitudes of all stakeholders to enable pupils to appreciate and value difference and diversity with appropriate resources identified.
- To revisit-our school values, linking to SMSC and British Values regularly.

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March 2018

Reviewed March 2022