



# EQUALITY POLICY

January 2017-19

## **1. OVERVIEW**

1.1 This policy reflects the Single Equality Act 2010 which harmonises and replaces previous legislation including the Race Relations Act 1976, Disability Discrimination Act 1995, Gender Recognition Act 2004 and Sex Discrimination Act 1975. This policy therefore supersedes all previous Academy policies on Disability, Ethnicity (ie Race) and Gender.

1.2 The Single Equality Act combines the existing three duties into one new Equality Duty that covers all seven of the equality strands: age, disability, gender, gender identity, race, religion or belief and sexual orientation. In this Academy we will ensure that at every level, in all our work and throughout all aspects of the Academy community and its life, everyone will be treated equally. This Single Equality Policy summarises the Academy's approach in ensuring equality for all.

## **2. OBJECTIVES**

2.1 To ensure that all learners have equal access to a rich, broad, balanced and relevant curriculum.

2.2 To advance equality of opportunity by ensuring that teaching, learning and the curriculum promote equality, celebrate diversity and promote community cohesion by fostering good relations.

2.3 To eliminate any discrimination, harassment and victimisation. To ensure that no-one is unfairly or illegally disadvantaged as a consequence of their age, disability, gender, gender identity, sexual orientation, colour, race, ethnic or national origin, disability or religious beliefs.

2.4 To recognize and celebrate diversity within our Academy community whilst promoting community cohesion.

2.5 To ensure that this policy is applied to all we do

2.6 To ensure that pupils and parents are fully involved in the provision made by the Academy.

2.7 To ensure that within the Academy budget, adequate funding is provided to underpin this policy and that intervention, positive and preventative action is funded where necessary.

## **3. GOOD PRACTICE**

3.1 We strive to achieve a cohesive community and expect that children respect one another and behave with respect to one another, and that their parents feel fully engaged in the Academy.

3.2 We aim to enhance a wider sense of community locally, as well as in the context of the UK and the World communities.

3.3 We support the UN Convention on the Rights of the Child, the UN Convention on the Rights of People with Disabilities, and the Human Rights Act 1998. Through our policies and actions we undertake to ensure that every child and young person is healthy, safe, is able to enjoy and achieve in their learning experience, and is able to contribute to the wider community.

3.4 We consider it prudent and sensible to maintain the practice of logging racist incidents and reporting them to the local authority. We monitor and log incidents that discriminate against children and young people or adults in our Academy with protected characteristics, eg

homophobic bullying. We also monitor and log bullying incidents, particularly those directed towards those with special educational needs.

#### **4. STRATEGIES**

4.1 Monitoring, evaluation and review carried out by the Leadership Team will ensure that procedures and practices within the Academy reflect the objectives of this policy.

4.2 Parents and governors will be involved and consulted about the provision being offered by the Academy.

4.3 Teachers will ensure that the teaching and learning takes account of this policy.

4.4 The diversity within our Academy and the wider community will be viewed positively by all.

4.5 Diversity will be recognised as a positive, rich resource for teaching, learning and the curriculum.

4.6 Professional development opportunities will be provided for staff to provide them with the knowledge, skills and understanding they need to meet the requirements of this policy.

4.7 Contributions will be sought from parents and others to enrich teaching, learning and the curriculum.

4.8 The positive achievements of all pupils will be celebrated and recognised.

#### **5. OUTCOMES**

5.1 This policy will play an important part in the educational development of individual pupils.

5.2 It will ensure that all pupils are treated equally and as favourably as others.

5.3 The Academy will make all reasonable adjustments to promote equal opportunity and equal treatment of all members of the Academy community.

5.4 We are committed to meeting the individual needs of each child and will take full account of their age, disability, gender, gender-identity, race, religion or belief and sexual orientation in accordance with the requirements of The Single Equality Act 2010

#### **6. EQUALITY OBJECTIVE**

6.1 The Equality Act 2010 requires Academies to publish specific and measurable equality objectives. Our equality objectives are based on our analysis of data and other evidence.

6.2 Our equality objectives focus on those areas where we have agreed to take action to improve equality and tackle disadvantages.

6.3 We will regularly review the progress we are making to meet our equality objectives.

Equality objective 2017 – 2020

Identify opportunities in the curriculum to look at other cultures/countries, study famous people from ethnic minorities and with a variety of abilities and to celebrate diversity.

Use PSHE as an opportunity to look at British Values and to celebrate festivals of a range of cultures and countries. Use events like World Cup, Olympics, WW1 centenary as an opportunity to explore other cultures.

## 7. POLICY REVIEW

7.1 This policy will be reviewed every three years by the Governing Body, as part of its monitoring cycle. Next review due January 2020.

### Appendix 1

#### Academy Context (as at January 2017)

January 2017	
<b>Staff</b>	
<b>Gender</b>	
Male	40%
Female	60%
<b>Ethnicity</b>	
White British	100%
Other	0%
<b>Disability</b>	10%
<b>Pupils</b>	
<b>Gender</b>	
Male	35%
Female	65%
<b>Ethnicity</b>	
White British	100%
Other	
<b>Additional Needs</b>	
SEN	100%
EHCP/Statement	25%
EAL	
<b>Disability</b>	5%
<b>Looked after</b>	15%

Free School Meals	25%
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