

# Equality Policy

**At St. Hild's Church of England School we aim to provide all of our pupils with a world class education in a Christian context. We expect to find God at work in our school.**

*The School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.*

***"I have come that they may have life in all its fullness." (John 10:10)***

St. Hild's Church of England School is committed to equality and diversity. We aim to provide a learning and working environment which values individuals equally.

## Policy Status

This Policy draws together the existing School policies relating to Equality and Diversity.

## Definition of Equality

Equality exists where there is a fair society in which everyone can participate and is given the opportunity to achieve. Equality is also about eliminating discrimination and promoting fair and equal treatment for all. This means that decisions about employment opportunities and educational inclusion should be free from unlawful discrimination, irrelevant barriers and accessible to all. Equality is about:

- Widening life chances, not restricting them;
- Fostering talents, not suppressing them;
- Ensuring no one is disadvantaged or discriminated against;
- Creating a safe, secure and effective working environment.

## Legislative Framework – The Equality Act 2010

The Equality Act 2010 is the principal legislation underpinning the St. Hild's Church of England School's Equality Policy. The Act replaces existing equality legislation, and covers nine 'protected characteristics', which are:

- Age
- Disability
- Gender Reassignment
- Marriage & Civil Partnership
- Pregnancy & Maternity
- Race
- Religion or Belief
- Sex (gender)
- Sexual Orientation

The Equality Duty requires the School to have due regard to the need to:

- 1) Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by, or under the Act.
- 2) Ensure equality of opportunity for all.
- 3) Foster good relations between different groups.

The specific equality duty replaces previous public sector duties in the Race Relations (Amendment) Act 2000, the Disability Discrimination Act 2005 and the Equality Act 2006. It requires the School to demonstrate compliance with the Equality Duty. The School fulfils this requirement through data capture, analysis, monitoring and review procedures.

In fulfilling the legal obligations outlined above we are guided by seven principles.

### **Principle 1: All learners are of equal value**

We see all learners and potential learners as of equal value:

- whether or not they are disabled
- whatever their ethnicity, culture, religious affiliation, national origin or national status
- whichever their gender.

### **Principle 2: We recognise and respect diversity**

Treating people equally does not necessarily involve treating them all the same. Our policies, procedures and activities must not discriminate. They are differentiated as appropriate, to take account of differences of life-experience, outlook and background. They aim to overcome the kinds of barrier and disadvantage which people may face, in relation to:

- disability, so that reasonable adjustments are made
- ethnicity, so that different cultural backgrounds and experiences of prejudice are recognised
- gender, so that the different needs and experiences of girls and boys, women and men and those undergoing gender reassignment are recognised.

### **Principle 3: We foster positive attitudes and relationships, and a shared sense of cohesion and belonging**

School policies, procedures and activities should promote:

- positive attitudes towards disabled people, good relations between disabled and nondisabled people, and an absence of harassment of disabled people
- positive interaction, good relations and dialogue between groups and communities different from each other in terms of ethnicity, culture, religious affiliation, national origin or national status, and an absence of prejudice-related bullying and incidents
- mutual respect and good relations between boys and girls, women and men, and an absence of sexual harassment

#### **Principle 4: Staff recruitment, retention and development**

Policies and procedures should benefit all employees and potential employees, for example in recruitment and promotion, and in continuing professional development:

- whether or not they are disabled
- whatever their ethnicity, culture, religious affiliation, national origin or national status
- whichever their gender

#### **Principle 5: We aim to reduce and remove inequalities and barriers that already exist.**

In addition to avoiding or minimising possible negative impacts, we take opportunities to maximise positive impacts by reducing and removing inequalities and barriers that may already exist between:

- disabled and non-disabled people
- people of different ethnic, cultural and religious backgrounds
- girls and boys, women and men.

#### **Principle 6: We consult widely**

People affected by a policy or activity should be consulted and involved in the design of new policies, and in the review of existing ones. We involve:

- disabled people as well as non-disabled
- people from a range of ethnic, cultural and religious backgrounds
- both women and men, and girls and boys.

#### **Principle 7: Society as a whole should benefit**

We intend that our policies and activities should benefit society as a whole, both locally and nationally, by fostering greater social cohesion, and greater participation in public life of:

- disabled people as well as non-disabled
- people of a wide range of ethnic, cultural and religious backgrounds
- both women and men, girls and boys.

#### **Implementation and Responsibilities**

All staff and Governors are provided with St. Hild's Church of England School policies and receive updated policies electronically when they are reviewed or changed.

Everyone has a responsibility to support and foster the aims of this policy by:

- adhering to the School's Equality Policy and incorporating the aims and values of the policy into all areas of life at the School;
- ensuring their conduct towards others is at all times free from discrimination, harassment and victimisation;
- appropriately challenging instances of discrimination, or draw it to the attention of the senior staff;

### **The Curriculum**

Each curriculum subject or area is kept under review in order to ensure that teaching and learning reflect the seven principles outlined above. This includes ensuring that:

- Pupils have equal access to the curriculum programmes of study (unless disapplied) throughout each Key Stage, and non-compulsory courses
- St Hild's Church of England School is committed to full educational inclusion (See St Hild's Church of England SEND Policy);
- Annual analysis of attainment, behaviour and other pupil data will be undertaken by gender, ethnic background and ability and presented to Governors annually;

### **Ethos and Organisation**

The principles outlined above apply also to the full range of our policies and practices, including those that are concerned with:

- admissions and attendance
- staff recruitment, retention and professional development
- care, guidance and support
- behaviour, discipline and exclusions
- working in partnership with parents, carers and guardians
- working with the wider community.

(See St. Hild's Church of England School Admissions Policy, Attendance Policy, Relationships and Sex and Education Policy, Anti Bullying, Discipline and Student Behaviour, Safer Recruitment Policy)

## **Addressing Prejudice and Prejudice-related Bullying**

The school is opposed to all forms of prejudice which stand in the way of fulfilling the legal duties under which this policy is formed

- prejudices around disability and special educational needs
- prejudices around racism and xenophobia, including those that are directed towards religious groups and communities, for example anti-Semitism and Islam phobia, and those that are directed against Travellers, refugees and people seeking asylum
- prejudices reflecting sexism and homophobia.

Incidents of prejudice and prejudice related bullying will be addressed in accordance with existing policies and procedures. (See St Hild's Church of England School Anti-Bullying and Discipline and Student Behaviour Policy)

We take seriously our obligation to report termly to Governors and the local authority about the numbers, types and seriousness of prejudice-related incidents at our school and how they were dealt with.

## **Roles and Responsibilities**

The governing body is responsible for ensuring that the School complies with legislation, and that this policy and its related procedures and strategies are implemented. A member of the governing body has a watching brief regarding the implementation of this policy.

The Headteacher is responsible for implementing the policy; for ensuring that all staff are aware of their responsibilities as outlined in this policy and are given appropriate training and support as required; and for taking appropriate action in any cases of unlawful discrimination. The deputy headteacher has day-to-day responsibility for co-ordinating implementation of the policy.

All staff are expected to:

- promote an inclusive and collaborative ethos in their classroom
- deal with any prejudice-related incidents that may occur
- identify and challenge bias and stereotyping in the curriculum
- support pupils in their class for whom English is an additional language
- keep up-to-date with equalities legislation relevant to their work.

## **Information and Resources**

We ensure that the content of this policy is known to all staff and governors and, as appropriate, to all pupils and parents/carers.

## **Religious Observance**

We respect the religious beliefs and practices of all staff, pupils and parents/carers, and comply with reasonable requests relating to religious observance and practice.

## Staff Recruitment, Retention, Development and Training

We are committed to recruiting, retaining and developing diverse workforce by:

- Welcoming applications from all sections of the community
- Using and accepting different formats such as large print for the recruitment process
- Making adjustments within the recruitment and selection process where reasonable to accommodate specific needs
- Ensuring all employees have equal chances of training, career development and promotion.
- Ensuring all recruits to the School will be offered induction training which will include a reference the Equality policy;

We ensure that all staff receive appropriate training and opportunities for professional development, both as individuals and as groups or teams.

(See St. Hild's Church of England School Safer Recruitment Policy, Appraisal Policy)

### **Breaches of the Policy**

Employees who feel that they have experienced discrimination can pursue the matter through the formal grievance procedure but should first contact their line manager or SLT for information, advice and guidance.

Pupils who feel that they have experienced discrimination can pursue the matter through the formal grievance procedure but should first contact either their Tutor or their Year Leader.

All reported complaints and breaches of this policy will be investigated and managed in line with School's Complaints Policy procedures.

### Monitoring, Review and Evaluation

- This Equality Policy has been developed in line with St. Hild's Church of England School Principles.
- Governing Body will review relevant associated policies to ensure they remain compliant with Equality and Diversity legislation.
- Monitoring the implementation and associated codes of practice is the responsibility of Governors and Staff of St. Hild's Church of England School.

## Summary of Legislative Requirements

### **It is our duty and obligation under the Equality Act 2010 to:**

- eliminate discrimination, harassment and victimisation
- advance equality of opportunity
- foster good relations between different groups

We aim to provide a learning and working environment which values individuals equally and does not disadvantage individuals by discriminating on any grounds including age, disability, gender (sex), gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief and sexual orientation.

For current information regarding Equality and Diversity, please visit the [Equality and Human Rights Commission website](#).

As an organisation, we are aware that discrimination exists in many forms. We encourage all our staff and pupils alike to ensure that their behaviour is not discriminatory and does not make any person feel uncomfortable. The School will not tolerate harassment, bullying, victimisation or discrimination, and has procedures in place to deal with, and provide support for, individuals involved in such incidents.

This policy should be read in conjunction with:

- Equality of Employment Policy
- School Disciplinary Policy
- Appraisal Policy
- Safer Recruitment Policy
- Anti-Bullying
- SEND Policy
- Discipline and Student Behaviour Policy
- School Admissions Policy
- Attendance Policy
- Relationships and Sex and Education Policy