

# ASHGATE CROFT SCHOOL

## EQUALITY POLICY



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### **Key Points**

- The Equality Act 2010 provides a single, consolidated source of discrimination law. It simplifies the law and it extends protection from discrimination in some areas.
- As far as schools are concerned, for the most part, the effect of the new law is the same as it has been in the past – meaning that schools cannot unlawfully discriminate against pupils because of their sex, race, disability, religion or belief or sexual orientation, gender reassignment, pregnancy or maternity.

### **Legal Duties**

As a school we welcome our duties under the Equality Act 2010. The general duties are to:

- Eliminate discrimination and other conduct that is prohibited by the Act,
- advance equality of opportunity between people who share a protected characteristic and people who do not share it,
- foster good relations across all characteristics – between people who share a characteristic and people who do not share it.

We understand the principles of the act and the work needed to ensure that those with protected characteristics are not discriminated against and are given equality of opportunity.

A protected characteristic under the act covers the groups listed below:

- age (for employees not for service provision)

- disability
- race
- sex (including issues of transgender)
- maternity and pregnancy
- religion and belief
- sexual orientation
- marriage and civil partnership (for employees)

In advancing equality of opportunity:

- we aim to remove or minimise the disadvantages suffered by people due to their protected characteristics
- we aim to meet the needs of people with certain protected characteristics where these are different from the needs of other people
- we encourage people with certain protected characteristics to participate in public life or in other activities where their participation is disproportionately low.

In order to meet our general duties, listed above, the law requires us to do some specific duties to demonstrate how we meet the general duties, these are to:

- publish equality information - to demonstrate compliance with the general duty across its functions. **(We will not publish any information that can specifically identify any child)**
- prepare and 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 and progress
- exclusions
- prejudice related incidents
- participation

Our objectives will detail how we will ensure equality is applied to the functions listed above. However, where we find evidence that other functions have a significant impact on any particular group, we will include work in this area.

We use evaluation and data collection to inform our decision making and assess the impact on equality of our decision making, policies and practices.

We also welcome our duty under the Education Act 2011 to demonstrate how the education we provide meets the needs of the range of learners at the school.

We recognise that these duties reflect international human rights standards as expressed in 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.

In fulfilling our legal obligations we will:

- recognise and respect diversity.
- foster positive attitudes and relationships, and a shared sense of belonging.
- tackle prejudice and promote understanding between people from different groups.
- observe good equalities practice, including staff recruitment, retention and development, and procurement.
- aim to reduce and remove existing inequalities and barriers.
- consult and involve widely.
- strive to ensure that the communities within, around and beyond our school will benefit.
- follow guidance from Derbyshire Children's and Younger Adults Service HR on equality in recruitment, selection and employment
- use the school's complaints procedure initially to deal with any complaints under the Equality Act 2010, use the Questions Procedure and, for any complaint not resolved internally, use the local authority complaints procedure.

## **Addressing Prejudice Related Incidents**

We believe that promoting equality is the whole school's responsibility:

### **The roles and responsibilities within our school community**

#### ***Our Headteacher will:***

- ensure that staff, parents/carers and pupils/students are informed about the Equality Policy
- oversee the effective implementation of the policy
- ensure staff have access to training which helps to implement the policy
- develop partnerships with external agencies regarding the policy so that the school's actions are in line with the best advice available
- monitor the policy and report to the Governing Body on the effectiveness of the policy
- ensure that the Leadership Team (LT) is kept up to date with any development affecting the policy or actions arising from it.

#### ***Our governing body will:***

- designate a governor with specific responsibility for the Equality Policy
- ensure that any action plans are monitored through a relevant sub-committee
- support the headteacher in implementing any actions necessary
- engage with parents and partner agencies about the policy
- evaluate and review the policy.

#### ***Our Leadership Team will:***

- have responsibility for supporting other staff in implementing this policy

- provide a lead in the dissemination of information relating to the policy
- with the Headteacher, provide advice/support in dealing with any incidents/issues
- assist in implementing reviews of this policy.

***Our pupils/students will:***

- understand how it relates to them, appropriate to age and ability
- be expected to act in accordance with the policy.

***Our parents/carers will:***

- have access to the policy through a range of different media appropriate to their requirements
- be encouraged to actively support the policy
- be encouraged to attend any relevant meetings and activities related to the policy
- be informed of any incident related to this policy which could directly affect their child.

***Our school staff will:***

- be involved in the on-going development of the policy
- be fully aware of the Equality Policy and how it relates to them
- understand that this is a whole school issue and support the Equality Policy
- make known any queries or training requirements.

We will ensure that the whole school community is aware of the Single Equality Policy objectives (Appendix 1) by publishing them on the school website.

**Breaches**

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

**Monitor and Review**

We will review our objectives in relation to any changes in our school profile. Our objectives will sit in our overall School Improvement Plan and therefore will be reviewed as part of this process.

## **APPENDIX 1**

The successful completion of the objectives below will ensure that all pupils at Ashgate Croft School will have equality of opportunity across all aspects of schools life.

### **Equality Objective 1**

To implement and review the effectiveness of the Keystage 3 curriculum for all students.

The success criteria will be:

- All students to continue to achieve their end of year targets
- All Year 17/18 LTP and MTPs to be completed
- Autumn Term 18/19 LTP completed
- All taught sessions to be differentiated for the abilities of the students

### **Equality Objective 2**

Forest Schools – to ensure the forest schools area is fully accessed through the curriculum

The success criteria will be the implementation of Forest Schools into Primary, Middle and Upper curriculum and the continuing development of a specific Forest Schools area.

### **Equality Objective 3**

To continue developing pupil voice and promote further the UNICEF rights respecting school.

The success criteria will be continuation of school council, children's rights referred to in lessons (see teacher's planning) and displays of children's rights in all classrooms / around school.

### **Equality Objective 4**

To refurbish the Food Technology room so that it fully accessible for all types of disability.

The success criteria will be the installation.