



Equality Policy (including Public Sector Equality Duty) and Objectives

Written by: Tom England / Kelly Wright **Date:** 1.9.2018

Last reviewed on by: 1.9.22

Next review due by: 1.9.23

Approved by: Local Governing Body

Version: 5

Policy Statement

Introduction

We believe in our duty and will be proactive in working to:

- eliminate unlawful discrimination, harassment, victimisation and other prohibited conduct
- advance equality of opportunity between those who have protected a characteristic and those who do not
- foster good relations between those who have a protected characteristic and those who do not.

Related policies: Academy Behaviour policy and SEND policy.

Objectives

The objective of the Academy's Equality Policy is to:

- Develop an ethos which respects and values all people.
- Actively promote equality of opportunity.
- Prepare pupils for life in a diverse society.
- Promote good relations amongst people within the academy community and the wider communities in which we work.
- Eliminate all forms of unfair discrimination, bullying, harassment or other oppressive behaviour.
- Deliver equality and diversity through academy policies, procedures and practice.
- Do our utmost, within available resources, to remove barriers which limit or discourage access to academy provision and activities.
- Take positive action to provide encouragement and support to individuals and groups whose progress has been limited by stereotyping and cultural expectations.
- Monitor the implementation of equality and diversity within the academy.
- Set targets for improvement and evaluate the impact of equality and diversity action in achieving our goals.

Legal Framework

[The Equality Act 2010](#)

[The Equality Act 2010 \(Specific Duties\) Regulations 2011](#)

Under specific duties, proprietors of academies are required to draw up and publish equality objectives every four years and annually publish information demonstrating how they are meeting the aims of the Public Sector Equality Duty.

The [Public Sector Equality Duty](#) came into force across Great Britain on 5 April 2011. It means that public bodies must consider all individuals when carrying out their day-to-day work – in shaping policy, in delivering services and in relation to their own employees.

The academy will fulfil its Public Sector Equality Duty by drawing up and publishing equality objectives every four years and annually publishing information demonstrating how we are meeting the aims of the Public Sector Equality Duty.

The academy welcomes its duties under the Equality Act 2010 to eliminate discrimination, advance equality of opportunity and foster good relations in relation to age (as appropriate), disability,

ethnicity, gender (including issues of transgender, and of maternity and pregnancy), religion and belief, and sexual identity.

We embrace 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.

To be read in conjunction with the following policies:

- SEND
- Admissions
- Anti-Bullying
- Behaviour
- Accessibility Plan
- Safer Recruitment

The Guiding Principles

Academy-level policy and practice is proactive and reflects the following nine principles:

Principle 1: All learners are of equal value.

We see all learners and potential learners, and their parents and carers, as of equal value:

- Whether or not they are disabled.
- Whatever their ethnicity, culture, national origin or national status.
- Whatever their gender and gender identity.
- Whatever their religious or non-religious affiliation or faith background.
- Whatever their sexual identity.

Principle 2: We recognise and respect difference.

Treating people equally does not necessarily involve treating them all the same. Our policies, procedures and activities must not discriminate but must nevertheless consider differences of life-experience, outlook and background, and 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, and women and men, are recognised.
- Religion, belief or faith background.
- Sexual identity.

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

We intend that all our policies, procedures and activities should promote:

- Positive attitudes towards disabled people, good relations between disabled and non-disabled 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, and women and men, and an absence of sexual and homophobic harassment.

Principle 4: We observe good equalities practice in staff recruitment, retention and development.

We ensure that 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.
- Whatever their gender and sexual identity, and with full respect for legal rights relating to pregnancy and maternity.

Principle 5: We aim to reduce and remove inequalities and barriers that may already exist

In addition to avoiding or minimising possible negative impacts of our policies, 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 and involve widely.

We engage with a range of groups and individuals to ensure that those who are affected by a policy or activity are consulted and involved in the design of new policies, and in the review of existing ones.

We consult and involve as wide a cross section as possible from our communities. This could include :

- 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.
- Gay people as well as straight.
- Transgender people.

Principle 7: Society should benefit.

We intend that our policies and activities should benefit society, both within our school and wider community, 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.
- Gay people as well as straight.
- Transgender people.

Principle 8: We base our practices on sound evidence.

We maintain and publish quantitative and qualitative information about our progress towards greater equality in relation to:

- Disability.
- Ethnicity, religion and culture.
- Gender.

Principle 9: Objectives.

We formulate and publish specific and measurable objectives, based on the evidence we have collected and published (Principle 8) and the engagement in which we have been involved (Principle 7), in relation to:

- Disability.
- Ethnicity, religion and culture.
- Gender.

Forms of Unlawful Discrimination

Discrimination may be direct or indirect, and may occur intentionally or unintentionally, further details are below:

Direct discrimination

Where someone is treated less favourably than another person because of a protected characteristic (age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, sexual orientation)

Indirect discrimination

Occurs when you have a rule or policy that applies to everyone but disadvantages a person with a particular protected characteristic, and it cannot be shown to be a proportionate means of achieving a legitimate aim

Harassment

This is behaviour that is deemed offensive by the recipient. Employees can now complain of the behaviour they find offensive even if it is not directed at them

Victimisation

This occurs when someone is treated badly because they have made or supported a complaint or grievance under this legislation.

Action planning to implement the Principles of this policy

We recognise that the actions resulting from a policy statement such as this are what make a difference. Every three years we draw up an action plan within the framework of the academy's improvement plan and processes of self-evaluation, setting out the specific equality objectives we shall pursue. The objectives which we identify consider national and local priorities and issues, as appropriate. We keep our equality objectives under review and report annually on progress towards achieving them.

The Curriculum/Teaching and Learning

Equality and diversity are embedded as far as possible in all areas of the curriculum and pupils are given opportunities to explore prejudice and discrimination, and to positively explore differences in relation to race/ethnicity, religion/belief, gender, disability etc. This is implemented through a diverse and exciting curriculum, which is carefully planned and monitored. Pupils access equality and diversity learning opportunities in timetabled PSHE lessons and through the schools SMSC and British Values program. Assessment data will be used to monitor the progress of groups. Attention will be given to identified trends in performance, in order that any patterns can be challenged and met.

Stereotyping will be challenged through academy assemblies, Social and Emotional Aspects of Learning (SEAL) work, class discussions and through visual displays around the academy. When considering roles and responsibilities all children will be considered equally.

Ethos and Organisation

The academy ensures these 'Principles' apply to the full range of policies and practices, including those that are concerned with:

- Pupils' progress, attainment and achievement.
- Pupils' personal development, welfare and well-being.
- Teaching styles and strategies.
- 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.

Addressing Prejudice and Prejudice-related Bullying

The academy is opposed to all forms of prejudice which stand in the way of fulfilling the legal duties referred to in the introduction:

- 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 Islamophobia, and those that are directed against Travellers, migrants, refugees and people seeking asylum.
- Prejudices reflecting sexism and homophobia.

The academy gives guidance to staff on how prejudice-related incidents should be identified, assessed, recorded and dealt with. [Please refer to the academy Behaviour Policy]

The academy keeps a record of prejudice-related incidents and, if requested, can provide a report about the numbers, types and seriousness of prejudice-related incidents at the school and how they are dealt with.

Roles and Responsibilities

The Local Governing Body is responsible for ensuring that the academy complies with legislation and that this policy and its related procedures are implemented.

A member of the Local Governing Body will have oversight regarding the implementation of this policy.

The Headteacher is responsible for implementing the policy; for ensuring that all staff are aware of their responsibilities and are given appropriate training and support; and for taking appropriate action in any cases of unlawful discrimination.

The Deputy Headteacher has responsibility for monitoring policies and practices associated with disability and equal opportunities with regard to recruitment, retention and development of disabled employees.

The site leads have day-to-day responsibility for co-ordinating implementation of the policy at their site.

All teaching staff are expected to:

- Promote an inclusive and collaborative ethos in their classroom.
- Deal with any prejudice-related incidents that may occur.
- Plan and deliver curricula and lessons that reflect the guiding principles above.
- Support pupils in their class for whom English is an additional language.
- Keep up-to-date with equalities legislation relevant to their work.

Examination Procedures

The following information confirms the academy's good practice in relation to the Equality Act 2010 and the conduct of examinations to ensure that all pupils can access examinations and that they are inclusive to all.

On a candidate by candidate basis, consideration is given to the following to ensure equality of access:

- Any physical or SEN identified need
- Access requirements will be assessed to identify pupils who require additional time or support during exams
- Any reasonable adjustment will be put in place for disabled pupils as agreed by the Awarding Body
- Any medical need
- The examination room will be wheelchair accessible if required
- adapting assessment arrangements
- adapting assessment materials
- the provision of specialist equipment or adaptation of standard equipment

- adaptation of the physical environment for access purposes.
- Invigilators are made aware of pupils with specific needs

Special Consideration is a post examination adjustment to a candidate's mark or grade to reflect temporary injury, illness or other indisposition at the time of the examination/assessment. We will ensure that pupils are identified for special consideration where required.

Information and Resources

The content of this policy is to be made known to all staff and governors and, as appropriate, to all pupils and their parents and carers. The policy will be published on the academy Website and made available to staff through the staff shared area. A hard copy will be available at reception.

All academy staff and Local Governing Body members have access to a selection of resources which discuss and explain concepts of equality, diversity and community cohesion in appropriate detail.

Religious Observance

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

Staff Development and Training

We ensure that all staff, including support and administrative staff, receive appropriate training and opportunities for professional development, both as individuals and as groups or teams. All new staff will complete equality and diversity online training on induction.

Breaches of the Policy

Breaches of this policy within the academy will be addressed in the same way that breaches of other academy policies are dealt with, as determined by the Headteacher and Local Governing Body.

Monitoring, Evaluation and Review

To determine the effectiveness of a policy, it is necessary to monitor and evaluate its impact. We collect, study and use quantitative and qualitative data relating to the implementation of this policy, and adjust as appropriate.

We collect, analyse and use data in relation to achievement broken down as appropriate according to disabilities and special educational needs; ethnicity, culture, language, religious affiliation, national origin and national status; and gender.

Equality Objectives for Esteem Valley Academy

Objective 1

Encourage girls to consider non-stereotyped career options.

Objective 2

Improve the attendance of girls and looked after pupils year on year so that they are in line with other groups within the academy.

Objective 3

Improve the post 16 opportunities for year 11 SEND leavers so that they are not NEET.

Objective 4

Train all members of staff and governors involved in recruitment and selection on equal opportunities and non-discrimination. Training evaluation data will show that 100% of those attending have a good understanding of the legal requirements.

Progress towards the Equality Objectives will be provided annually to the Local Governing Body and the Objectives will be reviewed every 4 years.