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Designated SLT Link: Julian Young
Archway School has a duty to monitor the operation and effectiveness of policies. Designated authority: Governors' Welfare & Discipline Committee



Equalities Policy

Aims

Archway School aims to promote a caring community where the welfare and importance of each individual is respected and which provides equality of opportunity and optimum outcome for all. We seek to create a supportive environment in which the whole school subscribes to promoting both the benefits of the diverse and multicultural environment in which we live and the equality of individuals within it.

Principles

We will do our utmost to:-

- emphasise the equal importance of all groups, cultures and races
- promote respect for differing cultures, religions, sexual orientation and different ways of life
- provide students with an opportunity to experience, understand and celebrate diversity through the curriculum and ethos of the school
- provide classroom strategies and teaching resources tailored to eliminate bias
- ensure equal access to and opportunities to use facilities
- provide a curriculum that promotes equality
- ensure anti-discrimination where choice can be made, for example, admissions, options, selection, recruitment and promotion
- eliminate discrimination and promote equality of opportunity and good relations between all members of our community
- not tolerate harassment of any kind
- support victims of intolerance, explaining to all involved what is unacceptable
- raise staff and student awareness and understanding of equality of opportunity
- identify and remove barriers impeding the progress of learners, both students and staff, with the aim of enabling all our community to realise their full potential regardless of individual differences
- ensure that the Governing Body reflects these principles in its own practices and procedures
- ensure that all staff follow school procedures to support equality.

Archway School will endeavour to offer a wide range of curricular and extra-curricular activities which foster students' spiritual, moral, social and cultural development and understanding. Where curriculum choice exists, every effort will be made to ensure that there will be equal opportunity of access.

Archway School will evaluate the effectiveness of this policy and its implementation annually with respect to the attainment, welfare and discipline of different groups of students and to the recruitment and promotion of staff. The School will continue to adhere to the Gloucestershire County Council Admissions Code and to publish a Post-16 Admissions Policy which adheres to County and National guidelines.

Where a student contravenes this policy the matter should be reported to the Assistant Headteacher (Behaviour and Attendance, Safeguarding and Wellbeing).

Where a member of staff contravenes this policy the matter should be reported to the Headteacher.

If the Headteacher contravenes this policy the matter should be reported to the Chair of Governors.

Responsibilities

Headteacher
Senior Leadership Team
Governors
Heads of Department and Year
All staff
All students and their parents/carers

Further References

Disability Discriminations Act
Equalities Act 2010
Monitoring procedures
Commission for Racial Equality statutory Code of Practice
Croner's Legal Guide
Racial Harassment in School; LEA guidelines
Staff Handbook
Anti-Bullying Policy
Schools Personnel Handbook
Safeguarding Children Policy
Single Equalities Act
School Discipline Procedures, including BfL procedures
Prevent Duty Guidance
Local Authority Admissions Code
Gloucestershire County Council Guidelines on Exclusions

Appendix 1

Disability Equality and Accessibility Plan (DEAP)

Archway School is committed to ensuring equal treatment for of all its employees, students and any others involved in the school community who have any form of disability. This school promotes positive attitudes to disability and will not tolerate harassment of people with any form of physical or mental impairment.

The production of the Disability Equality and Accessibility Plan provides the school with a framework for integrating disability equality into all aspects of school life and demonstrates how we are seeking to meet our specific obligations.

To this end we will:

- promote equality of opportunity between disabled persons and others;
- eliminate discrimination that is unlawful under the Disability Equality Act;
- eliminate harassment of disabled persons in any form;
- promote positive attitudes towards disabled persons, exclude any demeaning representations and provide for their full recognition within the school community;
- encourage participation of disabled persons in public life whilst respecting their wishes not to participate in activities against their will;
- take account of disabled persons' disabilities, even where that involves treating disabled persons more favourably than others;
- ensure that students, staff, parents, carers and disabled members of the community who may use school facilities are involved in developing the scheme and encouraged to identify possible actions.

In the context of Disability Equality and Accessibility all new students on starting Archway School are expected to provide relevant information, through the form of a questionnaire.

We collect data about disability as an ongoing process, and analyse our policies and procedures in the light of our findings, and review annually the effectiveness of actions taken. Educational achievements and wider opportunities for students are constantly monitored, and information in relation to disability equality analysed to show how much progress, or otherwise, has been made. Such data will also be used to identify further opportunities to promote equality through subsequent Action Plans.

The DEAP incorporates the School Accessibility Plan and there are links with both the School Improvement Plan and Department Improvement Plans. The Every Child Matters framework relates closely to this plan, and the review of all school policies in light of this DEAP is central feature.

Further References

Safeguarding Policy