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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.

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.

Legislative Context

Discrimination is the treatment, or consideration of making a distinction in favour of or against, a person based on the group, class, or category to which that person belongs rather than on individual merit.

The Equality Act 2010 has replaced the Race Relations Act, Disability Discrimination Act and Sex Discrimination Act. The Equality Act promotes the concept of Protected Characteristics and makes it unlawful for a school to discriminate against a student, prospective student, staff member or parent by treating them less favourably because of their:

- Sex
- Race
- Disability
- Religion or belief
- Ethnicity
- Sexual orientation
- Gender reassignment
- Pregnancy or maternity
- Age

The Act also defines four types of unlawful behaviour as follows:

- Direct discrimination: when a person is treated less favourably than another person because of a protected characteristic.
- Indirect discrimination: where the effect of certain requirements, conditions or practices imposed by an employer or education provider has a disproportionately adverse impact on one group or other.
- Harassment: when, on the grounds of race, disability, sex, sexual orientation, belief or religion, an employer - or their agent such as another employee or a manager -engages in unwanted conduct which has the purpose or effect of violating an individual's dignity or creating an interrogating, degrading, hostile, offensive or humiliating environment for the employee in question. Such actions can be physical conduct, verbal conduct and non-verbal conduct.
- Victimisation: when a person is treated badly because they have made/supported a complaint or grievance under the Act

The General Duty

We are committed to ensuring equality of education and the opportunity for all students, staff, parents and carers to receive services from the school, irrespective of race, gender, disability, faith or religion, sexual orientation, pregnancy or socioeconomic background. We aim to develop a culture of inclusion and diversity in which all those connected to the school feel proud of their identity and able to participate fully in school life.

We adhere to the reasonable adjustment duty for disabled students, designed to enhance access and participation to the level of non-disabled students, and stop disabled children being placed at a disadvantage compared to their non-disabled peers.

The achievement of students is monitored by race, gender, special educational need, vulnerability and disability and other vulnerable group indicators. We use this data to target support, raise standards and ensure inclusive teaching. We tackle discrimination by the positive promotion of equality, by challenging bullying and stereotypes.

The Headteacher will:

- Ensure that this policy is known to all staff and implemented.
- Designate a member of the senior leadership team to be responsible for ongoing evaluation, review and revision of the policy, and to work closely with the appropriate Governors and staff in so doing.
- Ensure that all staff recruitment, training opportunities, promotions and conditions give due regard to this policy.
- Ensure that curriculum planning, learning and teaching methods, classroom organisation, assessment procedures, behaviour management, school trips, extended schools activities and intervention strategies all take account of the need to promote equality of opportunity.
- Ensure that any incidents of discrimination, bullying, harassment or victimisation are dealt with in line with the school's policies.

All staff will:

- Be aware of and actively promote this policy, ensuring that students, employees and other stakeholders are treated fairly, equally and with respect.
- Seek, through their curriculum planning, teaching, pastoral care, communications and conduct to promote equality of opportunity and good relationships between people who share a protected characteristic and people who do not.
- Challenge stereotypical images.
- Challenge any incidents of prejudice, racism or homophobia, record any serious incidents, and draw them to the attention of the senior staff.

Appendix

Aspects of Equality

There are a number of different aspects within the 2010 Equalities Act. These are:

Race Equality

The General Race Equality Duty requires us to have due regard to the need to:

- Eliminate racial discrimination;
- Promote equality of opportunity;
- Promote good relations between people of different racial groups.

Under our specific duty we will:

- Fully embrace the current policies and practice of the Commission for Racial Equality (CRE) and local LA guidelines (see www.gloucestershire.gov.uk for further details), and we aim to eliminate any form of racial discrimination, harassment and prejudice.
- Recognise the importance of language and culture to a person's sense of identity and belonging.
- Investigate all racist incidents and record the details of these incidents.
- All incidents of bullying including prejudiced based bullying are recorded on the school's Bullying Log and analysed to establish patterns and appropriate intervention.
- Actively and positively promote racial equality through participation in Black History Month, Holocaust Memorial Day, Anti-Bullying Week, International Womens' Day, and other annual events.
- Collect data and monitor progress and outcomes of different groups of students and use this data to support school improvement.
- We take action to close any identified gaps through targeted interventions by classroom teachers, the Pastoral Team.
- Assess the impact of our policies on students, staff and parents by ethnicity including, in particular, the achievement levels and attendance of these students;
- Monitor the impact our plans and policies have on such students, staff and parents towards raising the achievement, reducing exclusions and improving attendance of minority ethnic groups.

Disability

The Act defines disability as when a person has "a physical or mental impairment which has a substantial and long term adverse effect on that person's ability to carry out day to day activities." Some specified medical conditions(HIV, multiple sclerosis and cancer) are considered disabilities regardless of their effect.

This Act and its associated Duty require us to:

- Promote equality of opportunity between disabled people and other people;
- Eliminate discrimination and harassment of disabled people which is related to their disability;
- Promote positive attitudes towards disabled people;
- Encourage participation in public life by disabled people;
- Take steps to meet disabled people's needs at all times.
- Continue to improve the school environment to ensure it is increasingly accessible to students, staff and visitors to the school.
- Actively develop opportunities for students with disabilities to participate fully in all aspects of school life.

Gender Equality

This Act places a general and specific duty on schools to:

- Eliminate unlawful discrimination and harassment on the grounds of gender;
- Promote equality of opportunity between female and male students and between women and men and transgender people;

- Promote gender equality.

We differentiate between 'sex' and 'gender' as follows:

- Sex – the biological differences between male and females.
- Gender – refers to the wider social roles and responsibilities which structure our lives.

Under our general duty we will actively seek to:

- Eliminate unlawful discrimination and harassment on grounds of sex and gender;
- Promote equality between all members of the school community.

Under our specific duty we will actively seek to:

- Collect and analyse school data and other gender equality relevant information, including data about our local area.
- Consult all staff, students, parents and relevant local communities.
- Review all our school policies and practices to assess the ways in which they might impact on gender equality.
- Ensure governors, staff, students, parents/carers and others in our school are accountable and understand their responsibilities with regard to preventing discrimination and harassment and promoting gender equality.
- Assess and address the causes of any gender pay gap.

Sexual Orientation and Gender

The Act forbids discrimination on grounds of sexual orientation or gender. We are committed to improving the experience of all members of the school community with regard to gender issues and actively engage with external agencies such as EACH (Education Action Challenging Homophobia) and TIGER (Teaching Individuals Gender Equality and Respect) to raise awareness with staff, students and parents.

Pregnancy or Maternity

The Act makes it unlawful to treat anyone unfavourably because she is pregnant or a new mother.

We will therefore actively seek to:

- Follow existing Department for Education (DfE) and local authority guidelines.
- Allow up to 18 weeks authorised absence to cover the period before and after the birth of the child.
- Provide all possible practical and emotional support and advice, link with appropriate outside agencies, and plan for reintegration into school or other appropriate educational placements.

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 Disruption free Learning procedures
Prevent Duty Guidance
Local Authority Admissions Code
Gloucestershire County Council Guidelines on Exclusions