

Whitecross Hereford: High School & Specialist Sports College

Policy: Equality
Reviewed by: Staff and Finance
Reviewed on: 11 March 2019
To be approved by Full Board: 25 March 2019

Our school is committed to the values of tolerance, perseverance, courage, trust love and equality underpinned by the ethos of 'Excellence for all, excellence from all'. We aim to be a place of learning for all, where everyone is a role model and we are committed to the highest standards in everything we do.

We aim to meet our obligations under the public sector equality duty by having due regard to the need to:

- Eliminate discrimination and other conduct that is prohibited by the Equality Act 2010
- 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 protected characteristic and people who do not share it

Legislation and guidance

This document meets the requirements under the following legislation:

- [The Equality Act 2010](#), which introduced the public sector equality duty and protects people from discrimination. The act defines protected characteristics as follows:
 - Disability
 - Gender
 - Gender reassignment
 - Race
 - Sexual orientation
 - Religion or belief
 - Pregnancy and maternity
 - Age
 - Marriage or civil partnership
- [The Equality Act 2010 \(Specific Duties\) Regulations 2011](#), which require schools to publish information to demonstrate how they are complying with the public sector equality duty and to publish equality objectives

This document is also based on Department for Education (DfE) guidance: [The Equality Act 2010 and schools](#).

This document also complies with our funding agreement and articles of association.

Roles and Responsibilities

It is expected that all staff, students, parents and adults connected to the school will act in accordance with our values and ethos to meet the requirements of this policy.

The governing board will:

- ensure that the school complies with the appropriate equality legislation and regulations;
- meet its obligations under the Public Sector Equality Duty to publish equality objectives;
- ensure that the school's policies and procedures are developed and implemented with the appropriate equality impact assessments informing future plans;
- ensure that the recording and reporting of equality and diversity data is sufficiently scrutinised;
- ensure that the school's Admissions policy does not discriminate in any way;
- ensure equal opportunities in staff recruitment and promotion practices, professional development and in governing body membership;
- proactively recruit high-quality applicants from under-represented groups;
- provide information in appropriate and accessible formats;
- ensure that the necessary disciplinary measures are in place to enforce this policy.

The headteacher and senior leaders will:

- implement this policy and its procedures;
- ensure that all staff members receive the appropriate equality and diversity training as part of their New Staff Induction and continuous professional development;
- ensure that all parents, visitors and contractors are aware of and are in compliance with the provisions of this policy;
- actively challenge and take appropriate action in any case of discriminatory practice;
- address any reported incidents of harassment or bullying in line with DfE guidance;
- include in the headteacher's report a commentary on the progress of implementing the provisions of this policy.

All members of staff will:

- Promote equality and challenge harassment and discrimination within school
- Act as role models to others in accordance with this policy
- Keep up to date with equality legislation by attending appropriate training

All students will:

- not discriminate against or harass any other student or staff member;
- actively encourage equality and diversity in the school respecting difference and promoting tolerance and kindness;
- report any incidence of bullying or harassment, whether to themselves or to others, to their Form Tutor/Learning Manager or to another member of staff;
- abide by the school's equality and diversity policies;

Eliminating discrimination

The school is aware of its obligations under the Equality Act 2010 and complies with non-discrimination provisions.

Where relevant, our policies include reference to the importance of avoiding discrimination and other prohibited conduct.

Staff and governors are regularly reminded of their responsibilities under the Equality Act, for example during meetings. Where this has been discussed during a meeting it is recorded in the meeting minutes.

New staff receive training on the Equality Act as part of their induction, and all staff receive refresher training every year

How we will implement this policy

As set out in the DfE guidance on the Equality Act, the school aims to advance equality of opportunity by:

- Removing or minimising disadvantages suffered by people which are connected to a particular characteristic they have (e.g. pupils with disabilities, or gay pupils who are being subjected to homophobic bullying)
- Taking steps to meet the particular needs of people who have a particular characteristic (e.g. enabling Muslim pupils to pray at prescribed times)
- Encouraging people who have a particular characteristic to participate fully in any activities (e.g. encouraging all pupils to be involved in the full range of school societies)

The school aims to foster good relations between those who share a protected characteristic and those who do not share it by:

- Promoting tolerance, friendship and understanding of a range of religions and cultures through different aspects of our curriculum. This includes teaching in RE, citizenship and personal, social, health and economic (PSHE) education, but also activities in other curriculum areas.
- Holding assemblies dealing with relevant issues and follow up through form tutor time
- Working with our local community. This includes inviting leaders of local faith groups to engage with our students, and organising school trips and activities based around the local community
- Encouraging and implementing initiatives to promote tolerance and respect for diversity.
- Developing links with people and groups who have specialist knowledge about particular characteristics, which helps inform and develop our approach

The school ensures it has due regard to equality considerations whenever significant decisions are made.

The school always considers the impact of significant decisions on particular groups. For example, when a school trip or activity is being planned, the school considers whether the trip:

- Cuts across any religious holidays
- Is accessible to pupils with disabilities
- Has equivalent facilities for boys and girls

The school keeps a written record (known as an Equality Impact Assessment) to show we have actively considered our equality duties and asked ourselves relevant questions. This is recorded at the same time as the risk assessment when planning school trips and activities. The record is completed by the member of staff organising the activity and is stored electronically with the completed risk assessment.

The school aims to:

1. Train all staff and students in their understanding of all aspects LGBT so that we can better promote tolerance and understanding;
2. Improve outcomes for vulnerable students through the development and implementation of a school wellbeing strategy;
3. Develop gender neutral spaces to respect the needs of all member of our community.

Monitoring Arrangements:

This policy will be monitored and evaluated on an annual basis by the Headteacher and the governing body in the following ways:

- via Learning Walks and departmental monitoring
- the analysis of attainment and progress;
- the analysis of examination results data and interim report data;
- monitoring of attendance;
- equal opportunities recruitment data;
- equality impact assessments;
- Ofsted inspection judgements;
- incident records related to harassment and bullying;
- classroom observations;
- analysis of exclusions;
- meeting of targets set within the School Development Plan.