



# Equalities Policy

<b>Policy developed by:</b>	<b>M Hendry</b>
<b>Reviewed and approved by:</b>	<b>Head Teacher</b>
<b>Date of policy:</b>	<b>November 2022</b>
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<b>Date of next review:</b>	<b>November 2023</b>

## **Equalities Policy Statement**

(N.B This Policy has been adapted from the Croydon model Equalities Policy)

### **Legal framework**

- We welcome our 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 welcome our duty under the Education and Inspections Act 2006 to promote community cohesion.
- 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.

### **Guiding principles**

- **In fulfilling the legal obligations cited above, we are guided by nine principles:**

#### **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 or gender identity
- Whatever their religious or non-religious affiliation or faith background
- Whatever their sexual identity

#### **2. We recognise and respect difference.**

Treating people equally (as per point 1, above) does not necessarily mean treating them all the same. Our policies, procedures and activities must not discriminate but must nevertheless take account of differences of life-experience, outlook and background, and in 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

#### **3. We foster positive attitudes and relationships, and a shared sense of cohesion and belonging**

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

- Positive attitudes towards disabled people, good relations between disabled and non-disabled people, and an absence of harassments 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 or homophobic harassment.

#### **4. We observe good equalities practice in staff recruitment, retention and employment**

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.

#### **5. We aim to reduce and remove equalities and barriers that 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 already exist between:

- Disabled and non-disabled people
- People of difference ethnic, cultural and religious backgrounds
- Girls and boys, women and men.

#### **6. We consult and involve widely**

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

- Disabled and non-disabled people
- People from a range of ethnic, cultural and religious backgrounds
- Both men and women, girls and boys
- People of differing sexual orientations.

#### **7. Society as a whole should benefit**

We intend that our policies and activities should benefit society as a whole, both locally and nationally, but fostering greater social cohesion, and greater participation in public life of:

- Disabled and non-disabled people
- A wide range of people from differing ethnic, cultural and religious backgrounds
- People of differing sexual orientations.

## **8. We base our practices on sound evidence**

We maintain and publish qualitative information showing our compliance with the public sector equality duty (PSED) set out in clause 149 of the Equality Act 2010.

## **9. Objectives**

We formulate and publish specific and measureable objectives, based on the evidence we have collected published (as per 8 above) and the engagement in which we have been involved (as per 7 above).

The objectives which we identify take into account national and local priorities and issues as appropriate.

We continually review our equality objectives and report annually on progress towards achieving them.

## **10. The curriculum**

We keep each curriculum subject or area under review in order to ensure that teaching and learning reflect the principles set out in point 3 above. Refer to Subject Leader Curriculum Policies.

## **11. Ethos and organisation**

We ensure that the principles listed in point 3 above apply to the full range of policies and practices, including those 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, disciplines and exclusions
- Working in partnership with parents, carers and guardians
- Working with the wider community.

## **12. Addressing prejudice and prejudice-related bullying**

The school is opposed to all forms of prejudice which stand in the way of fulfilling the legal duties referred to in legal framework and points 1-2:

- 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

There is guidance available to all at the school on how prejudice related incidents should be identified, assessed and dealt with.

We keep a record of prejudice related incidents if any and provide a report to the local authority about the numbers, types and seriousness of prejudice related incidents at our school and how they are dealt with.

### **13.Roles and responsibilities**

The governing body is responsible for ensuring that the school complies with legislation, and that this policy and related procedures and action plans are implemented effectively.

A member of the governing body has a watching brief 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 cases of unlawful discrimination.

A senior staff member has day-to-day responsibility for coordinating implementation of the policy.

All 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 principles in point 3 above
- Promote the Spiritual, Moral, Social and Cultural Development of all pupils (refer to SMSC Policy)
- Support pupils in their class for whom English is an additional language
- Keep up to date with equalities legislation relevant to their work.

### **14.Information and resources**

We ensure that the content of this policy is known to all staff and governors and, as appropriate, to all pupils and their parents/carers.

All staff and governors have access to a selection of resources which discuss and explain concepts of quality, diversity and community cohesion in appropriate detail.

### **15.Religious observance**

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

### **16.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.

### **17.Breaches of policy**

Breaches of this policy 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.

### **18. Monitoring and review**

We collect, study and use quantitative and qualitative data relating to the implementation of this policy, and make adjustments as appropriate.

In particular, 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.

**Policy reviewed November 2022**

**Headteacher:**

**Date:**

**Chair of Governors:**

**Date:**

## Examples of Equalities Evidence 2021-22

Promoting Equalities and raising achievement through:

- The curriculum topic themes e.g. : Favourites, Carnival, Around the World, All about me, We are explorers, Celebrations
- Community events & themes supporting the curriculum including: Carnival, sports morning (parents, friends attended), Diwali Bollywood dancing sessions, VE Day party, African drumming workshops
- Siblings afternoon
- Workshops for parents on communication and behaviour
- Meetings with parents/carers to promote, support and acknowledge learning and achievement: Home visits to all new parents, Starter Programme for new parents, Annual reviews, Personalised Plan meetings, Transition meeting for YR4 & 5 parents/carers. Interpreter support provided at meetings as required
- Selsdon Education Partnership (SEP): consisting of Red Gates, Gilbert Scott & Woodlands Children's Centre, Courtwood, Forestdale, The Quest and John Ruskin College. SEP develops ways to work together for the benefit of all pupils in our schools e.g. Each school hosting workshop sessions e.g. Forest school activities, art & sensory sessions, SEP summer event celebration
- Outreach: workshops delivered by Red Gates teachers to mainstream colleagues
- Staff progression through different roles e.g. LTSAs to TAs, TAs to specialist roles, AHT to Deputy Head.

**Equalities objectives 2022 – 23** Referenced to School Improvement Development Plan. To be reviewed in line with SIDP

Objective	Lead person(s) monitoring
<ul style="list-style-type: none"><li>• Quality assure new curriculum and Schemes of Work with a focus on Maths to ensure all pupils are able to reach their potential.</li></ul>	Maths Subject Lead  Deputy Head Teacher
<ul style="list-style-type: none"><li>• Develop role of Communication Support Assistants across the school to ensure all pupils have a means of communication.</li></ul>	Communication leads
<ul style="list-style-type: none"><li>• Develop Zones of Regulation across school in line with PSHE</li></ul>	Behaviour and PSHE leads
<ul style="list-style-type: none"><li>• To effectively support pupil wellbeing and mental health</li></ul>	Behaviour and PSHE leads
<ul style="list-style-type: none"><li>• To promote school profile in the wider community to develop community understanding of Red Gates School.</li></ul>	Head Teacher
<ul style="list-style-type: none"><li>• Further embed role of Family Liaison Officer</li></ul>	Family Liaison Officer Head Teacher
<ul style="list-style-type: none"><li>• To continue to support staff wellbeing</li></ul>	Head Teacher and Wellbeing Team