



St Ives School

Equality Policy



School Name: St Ives School

Consultation: This policy has been written in line with DfE legislation

Dissemination: Staff Shared Drive and Website. Paper copies are available on request, from Reception

Date policy approved by Governors: March 2021

Date policy becomes effective: Immediately

Review date: March 2023

Person responsible for Implementation and Monitoring: Head of School

Links to other relevant policies: Examination policies, Safeguarding, SEND

EQUALITY STATEMENT

Legal Duties

We welcome our duties under the Equality Act 2010. The general duties are to:

- eliminate discrimination, harassment, victimisation and other prohibited conduct
- advance equality of opportunity
- foster good relations

We understand the principal of the act and the work needed to ensure that those with protected characteristics are not discriminated against and are given equality of opportunity.

A protected characteristic under the act covers the groups listed below:

- age (for employees not for service provision),
- disability
- race
- sex
- gender reassignment
- maternity and pregnancy
- religion and belief,
- sexual orientation
- Marriage and Civil Partnership (for employees)

In order to meet our general duties, listed above, the law requires us to carry out some specific duties to demonstrate how we meet the general duties. These are to:

- Publish Equality Information – to demonstrate compliance with the general duty across its functions (**We will not publish any information that can be used to identify any individual**)
- Prepare and publish equality objectives which we will review every 4 years
- Consult all our stakeholders in the development of our equality objectives and report on progress against our objectives on an annual basis

In order to do this effectively we will collect data related to the protected characteristics above and analyse this data to determine our focus for our equality objectives. The data will be assessed across our core provisions as a school, but we will also analyse available data relating to the context

of our local community, including hate crime data and demographic information. In relation to school provision we will pay attention to the following functions:

- Admissions
- Attendance
- Attainment
- Exclusions
- Prejudice related incidents

Our objectives will detail how we will ensure equality is applied to the services listed above however where we find evidence that other functions have a significant impact on any group, we will include work in this area.

We also recognise that our work on equality is central to the successful promotion of fundamental British values, especially in relation to the values of respect and tolerance and the rule of law. We will therefore ensure that our curriculum helps to prepare our students for life in modern Britain and that we work proactively to address all forms of prejudice and discrimination, including derogatory and discriminatory language.

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.

In fulfilling our legal obligations, we will:

- Recognise and respect diversity
- Foster positive attitudes and relationships, and a shared sense of belonging
- Observe good equalities practice, including staff recruitment, retention and development
- Aim to reduce and remove existing inequalities and barriers
- Consult and involve widely
- Strive to ensure that society will benefit

Our Ethos and Aims are:

- That all students have the opportunity to achieve high value learning and qualifications, and the life skills and resilience that provide a platform for future success and happiness.
- That we are inspired to work together to research, design and implement highly effective and sustainable solutions to develop and maintain our thriving school community.
- That continuous improvement is achieved through a whole school culture of, and commitment to, creativity, engagement and professionalism.

Our Equality Objectives

- 1. To raise awareness of our equality policy and aims within the school and wider community**
- 2. To continue to further develop our curriculum so that it is fully inclusive**
- 3. To further involve students in the promotion and monitoring of equality within the school**
- 4. To embed robust systems for monitoring and evaluation of equality**

Addressing Prejudice Related Incidents

We are opposed to all forms of prejudice and we recognise that children and young people who experience any form of prejudice related discrimination may fair less well in the education system. We provide all our students and staff with an awareness of the impact of prejudice in order to prevent incidents. If incidents do occur, we address them immediately and ensure they are accurately recorded and reported. We use external partners where appropriate to provide additional support in response to incidents of prejudice.

Responsibility

We believe that promoting Equality is the whole school's responsibility:

School Community	Responsibility
Governing Board	<p>Ensure the school is complying with all duties set out in the Equality Act 2010.</p> <p>Involve and engage the whole school community in identifying and understanding equality barriers and in the setting of objectives to address these.</p> <p>Monitor progress towards achieving equality objectives.</p> <p>Publish data and publish equality objectives.</p> <p>Ensure that staff have access to appropriate training and resources.</p> <p>Provide equal employment opportunities for all staff and comply with all relevant employment and equalities legislation and regulations.</p> <p>Consider the use of Equality Impact Assessments (EIAs) and Data Protection Impact Assessments (DPIAs) where relevant.</p>
Executive Head/Head of School	<p>As above including:</p> <p>Promote key messages to staff, parents and students about equality and what is expected of them and can be expected from the school in carrying out its day to day duties.</p> <p>Ensure that the school community receives adequate training to meet the need of delivering equality, including student awareness.</p> <p>Ensure that all staff are aware of their responsibility to record report and respond appropriately to prejudice related incidents.</p> <p>Ensure reasonable adjustments are made where legally required.</p> <p>Deal with any form of discrimination, harassment, victimisation or bullying immediately, taking appropriate action under the school's disciplinary policy and procedure.</p>
Senior Leadership Team	<p>To support the Headteacher as above</p> <p>Ensure fair treatment and access to services and opportunities.</p> <p>Ensure that all staff are aware of their responsibility to record, report and respond appropriately to prejudice related incidents.</p> <p>Complete thorough EIAs when leading significant change to ensure a change does not unlawfully discriminate against any group of staff or students based on their protected characteristic and that any potential negative impact is minimised.</p> <p>Carry out DPIAs before implementing a new technology that is likely to result in a high risk to the rights and freedoms of individuals.</p>
Teaching Staff	<p>Ensure good outcomes for all students.</p> <p>Uphold the commitment made to students and parents/carers on how they can be expect to be treated.</p> <p>Design and deliver an inclusive curriculum.</p> <p>Ensure that they are aware of their responsibility to record, report and respond appropriately to prejudice related incidents.</p> <p>Understand that behaviours that are deemed to be unacceptable and a contravention of the equality policy will be dealt with as a disciplinary matter under the scope of the school/academy's disciplinary policy and procedure.</p>
Support Staff	<p>Support the school and the governing body in delivering a fair and equitable service to all stakeholders.</p> <p>Uphold the commitment made by the student about how students and parents/carers, and members of the community can expect to be treated.</p> <p>Support colleagues within the school community.</p>

	<p>Ensure awareness of own responsibility to record, report and respond appropriately to prejudice related incidents.</p> <p>Understand that behaviours that are deemed to be unacceptable and a contravention of the equality policy will be dealt with as a disciplinary matter under the scope of the school/academy's disciplinary policy and procedure.</p>
Parents/Carers	<p>Take an active part in identifying barriers for the school community and in informing school leaders about actions that can be taken to eradicate these.</p> <p>Take an active role in supporting and challenging the school to achieve the commitment given to the school community in tackling inequality and achieving equality of opportunity for all.</p>
Students	<p>Support the school to achieve the commitment made to tackling inequality.</p> <p>Uphold the commitment made by the school about how students and parents/carers, staff and the wider school community can expect to be treated.</p>
Local Community Members	<p>Take an active part in identifying barriers for the school community and in informing school leaders and the governing body of actions that can be taken to eradicate these</p> <p>Take an active role in supporting and challenging the school to achieve the commitment made to the school community in tackling inequality and achieving equality of opportunity for all.</p>

We will ensure that the whole school community is aware of our Equality Policy and our published equality information and equality objectives by publishing them on the school's website.

Breaches

Breaches to this policy will be dealt with in the same way that breaches of other school/academy policies are dealt with, in line with the TPAT Complaints Policy and other associated procedures e.g. disciplinary policy.

Monitoring and Review

Every four years, we will review our objectives in relation to any changes in our school profile. Our Equality objectives will sit within the objectives of our school development plan and therefore will be reviewed as part of this annual process.

This Policy will be reviewed by the School on a 2-yearly cycle and is subject to approval by Governors.