




# Castle Newnham School

TRADITIONAL VALUES, BRIGHT FUTURES, ONE JOURNEY

## Single Equality Policy

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| Governors' Committee:             | Curriculum & Standards   |
| Adopted by the Governing Body on: | 21 <sup>st</sup> June 2021   |
| Signed: (Chair of Committee)      |  |
| Signed: (Federation Principal)    |   |
| Proposed date of review:          | May 2024   |

## A. RATIONALE

Castle Newnham School acknowledges and welcomes diversity among pupils, staff and visitors. We do not discriminate against anyone, child or adult, on the grounds of their gender, race, age, religion, nationality, sexual orientation or disability.

We promote the principles of fairness and justice through the education that we provide our school.

We want all members of our community to feel a sense of belonging within the school and the wider community and to feel that they are respected and able to participate fully in school life. We respect the religious beliefs and practices of all staff, pupils, parents and carers.

We ensure that all recruitment, employment, promotion and training policies and procedures are fair to all and provide opportunities for everyone to achieve.

We will make reasonable adjustments, where required, in order to improve access to our school facilities, increase access to the curriculum and improve delivery of information.

The Equality Act 2010 was introduced to ensure protection from discrimination, harassment and victimisation on the grounds of specific characteristics (referred to as 'protected characteristics'). These are:

- disability
- race
- sex (gender)
- gender reassignment
- maternity and pregnancy
- religion and belief,
- sexual orientation
- age
- marriage and civil partnership

The Public Sector Equality Duty (PSED) or General Duty requires that all public organisations, including schools should: -

- Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Act;
- Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
- Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

The specific duty requires a designated public authority, including schools to:

- Publish information to show compliance with the Equality Duty
- Publish Equality Objectives at least every 4 years which are specific and measurable -
- these are to be prepared and published by each member school of Castle Newnham School.

The Act defines four kinds of unlawful behaviour: -

- Direct discrimination
- Indirect discrimination

- Harassment
- Victimisation

Direct Discrimination – this occurs when one person treats another less favourably because of a protected characteristic.

Indirect Discrimination – this occurs when a ‘provision, criterion or practice’ is applied generally but has the effect of putting people with a particular characteristic at a disadvantage when compared to people without that characteristic.

Harassment – this has a specific legal definition in the Act – it is unwanted conduct, related to a relevant protected characteristic, which has the purpose or effect of violating a person’s dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for that person.

Victimisation – this occurs when a person is treated less favourably than they otherwise would have been because of something they have done with regards to a protected act. A protected act might involve making an allegation of discrimination or giving evidence.

Special provisions for disability – the law on disability discrimination is different from the rest of the Act as it only works one way i.e. it protects disabled people but not people who are not disabled.

The policy links to other Castle Newnham School policies and documents, namely:

- Accessibility Plan
- Admissions Policy
- Behaviour Policy
- Complaints Policy
- Complaints Procedure
- Teaching and Learning Policy
- SEND Policy

## B. AIM

To ensure outstanding learning opportunities are provided for each and every child regardless of age, gender, need, faith or background. To enrich lives socially, culturally, morally and spiritually and to ensure all children can take their place in a forward-thinking enlightened democracy.

We will do this by ensuring that our school:

- provides the very best in teaching and learning opportunities for every pupil;
- has the highest expectations of what pupils can achieve;
- promotes an ethos of high expectations, outstanding behaviour and care;
- has an enriching and enabling, broad and balanced curricular and extra-curricular programme that supports outstanding personal development;
- prepares and equips pupils well for the next stages of their school journey;
- promotes and sustains the very best of British values, including fairness, equality,

- honesty, justice and service;
- ensures pupils reach the highest possible standards in public examinations;
- shares our vision, aims and values and actively promotes these.

### **Race Equality**

This section of the Act reflects the general and specific duties as detailed in The Race Relations (Amendment) Act 2000 which imposes a positive duty on schools to:

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

Castle Newnham School will meet this by:

- Celebrating our diversity through curriculum planning and delivery – incorporating anti-racist and multi-cultural perspective in all curriculum areas;
- Using display to reflect and validate the languages of the community and the life experiences of the children in our schools;
- Ensuring that all staff have access to relevant training;
- Having procedures for recording and reporting incidents of racial harassment and bullying;
- Ensuring that incidents of racial discrimination or racial harassment are dealt with promptly, firmly and consistently and in accordance with the behaviour policies of each school;
- Catering for the dietary and dress requirements of different religious groups and enabling staff and pupils to observe festivals and events relevant to their faith;
- Ensuring that recruitment policies are non-discriminatory and are adhered to.

### **Disability**

The Equality Act 2010 requires us to have due regard to the following duties in all that we do:

- Promoting equality of opportunity between disabled people and other people;
- Eliminating discrimination that is lawful under the Equality Act 2010;
- Eliminating disability related harassment;
- Promoting positive attitudes towards disabled people;
- Encouraging participation by disabled people in public life;
- Taking steps to meet disabled people's needs, even if this requires more favourable treatment.

Castle Newnham will meet this by:

- Ensuring that our school facilities and curriculum are accessible by all;
- Ensuring that information is available to all.

### **Gender Equality**

The general duty to promote gender equality means that we must have due regard to:

- Eliminating discrimination and harassment on grounds of sex and/or gender reassignment
- Promoting equality between men and women / boys and girls

Castle Newnham will do this by:

- Ensuring that the curriculum is available to all regardless of gender;
- Applying fair and consistent recruitment policies regardless of gender;

- Ensuring that policies relating to staff welfare are consistent and fair to all.

Transgender people are explicitly covered by the Gender Equality Duty. The term refers to people who do not feel comfortable with their birth gender. We will respect the confidentiality of those seeking gender reassignment and will provide a supportive environment within our communities.

### **Sexual Orientation, Religion and Belief, Marriage and Civil Partnership, Pregnancy and Maternity**

Castle Newnham will not discriminate on these grounds by:

- Ensuring relevant policies are fair to all and do not treat any person less favourably.

### **Age**

Castle Newnham will not discriminate on these grounds by:

- Ensuring that relevant policies are fair to all and do not treat any person less favourably whether directly or indirectly;
- Not treating a person less favourably due to their age, perception of their age or by association.

## **C. PRINCIPLES**

### **Single Equality Plan**

Castle Newnham has developed a Single Equality Action Plan. We are confident that our school facilities and the curriculum are accessible to all.

#### **Castle Newnham will:**

#### **1. Eliminate unlawful discrimination, harassment and victimisation**

Eliminating unlawful discrimination, harassment and victimisation involves:

- Ensuring there is no less favourable treatment for people;
- Ensuring no factors give rise to discrimination.

#### **2. Promote and advance equality of opportunity**

Promoting and advancing equality of opportunity involves:

- Removing or minimising disadvantage suffered by people;
- Taking steps to meet the needs of people that are different to the needs of other people;
- Encouraging people to participate in public life or in other activities where their participation is particularly low.

#### **3. Promote and foster good relations between people**

Promoting and fostering good relations involves:

- Talking prejudice;
- Promoting understanding between people.

## **D. PROCESSES – WHOLE SCHOOL**

## **Roles and Responsibilities**

We expect all members of the school community and visitors to support our commitment to promoting equalities and meeting the requirements of the Equality Act 2010. We will provide training, guidance and information to enable them to do this.

### **The Governing Body**

Our Governing Body is responsible for ensuring that the school complies with legislation and that all procedures relating to this legislation are implemented.

Our Governing Body will keep the school's commitment to aspects of the Equality Act 2010 under review, for example, standards, curriculum, admissions, exclusions, personnel issues and the school environment.

They will do this by applying the principles of this policy to relevant agenda items.

### **Headteacher and Leadership Team**

The Headteacher and Leadership team are responsible for implementing the policies and procedures covered by the Equality Act 2010. They will ensure that all staff are aware of their responsibilities and that they are given appropriate training and support as and when necessary. They will also take the appropriate action in any cases of unlawful discrimination.

### **Other school staff**

Will:

- Promote an inclusive and collaborative ethos in their classroom;
- Challenge prejudice and discrimination;
- Deal fairly and professionally with any prejudice-related incidents that may occur;
- Plan and deliver a curriculum that reflect the school's principals;
- Maintain the highest expectations of success for all pupils;
- Support different groups of pupils through differentiated planning and teaching;
- Keep up to date with equalities legislation relevant to their work.

### **Stakeholders' responsibilities**

Everyone that is part of our school community has responsibilities under this equality scheme. Responsibilities for different groups of people are set out below:

#### **As a pupil you should:**

- Treat all members of our community with dignity and respect for their rights and beliefs;
- Challenge or report incidents of discrimination and bullying;
- Respond positively and inclusively to individual differences;

#### **As an employee you should:**

You should do all the above, and;

- Anticipate and respond positively to different needs and circumstances of members of our community;
- Apply equality and diversity principles through everyday activities.

#### **As a leader or manager you should:**

You should do all the above, and;

- Ensure the school's equality and vision are communicated to potential employees and new staff through the recruitment and induction processes;
- Disseminate accessible information to ensure employees are aware of their responsibilities;

- Identify and respond to equality and diversity staff development needs;
- Support individual needs and circumstances of staff so they can perform effectively;
- Set appropriate equality related objectives for your staff;

### **As a Governor**

You should:

- Satisfy yourself that the school is fully compliant with its equality duties;
- Request further information from the school's Leadership Team where you require assurance.

### **As a staff member developing or acquiring teaching and assessment materials**

You should:

- Anticipate and respond to the needs of pupils with different impairments and from different backgrounds when developing learning outcomes and materials;
- Develop materials with your audience in mind, recognising the full diversity of the pupil body.

### **As a partner, or provider of goods and services**

You should:

- Comply with equality laws in the countries in which you operate;
- Have due regard to the need to eliminate unlawful discrimination, promote and advance equality of opportunity, and promote and foster good relations;
- Subscribe to the vision and principles of our equality policy.

### **Visitors**

All visitors to our school, including parents/carers are expected to support our commitment to equalities and comply with the duties set out in the Equalities Act 2010.

## **E. MONITORING, ASSESSMENT & EVALUATION**

Our School Development Plan will be compiled with the Equality Plan as an integral part of our actions.

Castle Newnham's Leadership Team and Governing Body will monitor and review data relating to the specific and measurable equality objectives.

We will monitor the effectiveness of this policy by evaluating the feedback received from the Governing Body with regard to matters contained in this policy.

Complaints relating to this policy and/or its implementation should be addressed via the relevant complaints procedure i.e. Complaints Policy/Grievance Policy etc.

An Equality Panel made up of members of our school community will convene each term to assess and review equality complaints and grievances.

Our policy and practices will be evaluated and reviewed every 3 years or as necessary.

