

**EQUALITIES POLICY**

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# **EQUALITIES POLICY**

The policy is under constant review:

**Introduction**

Churchmead school values diversity and encourages fairness and justice. As a school, we have legal responsibilities to eliminate discrimination and harassment, and an equality duty in line with the Equality Act 2010. As a learning organisation we are committed to providing equality of opportunity and access for all through maintaining and developing the appropriate climate and attitudes in order to ensure that everyone is treated fairly and equally, and can achieve to their full potential. We believe that everyone within the Churchmead School community should experience work and learning opportunities appropriate to their ability, skill, aptitude and preference. We believe that everyone is entitled to work and learn free from discrimination and victimisation.

Equality and diversity is a significant part of our work as an educational institution. We will ensure that all aspects of equality and diversity in our school are considered and embedded in all our policies, practices, procedures, outcomes and decision making. We will seek to eliminate all kinds of discrimination and work to promote good relations and equality of opportunity.

**This policy will support the school fulfil its aims by:**

1. Promoting equality, diversity, dignity and respect throughout the school

2. Upholding and modelling our Christian vision and values ensuring all Gods’ children are valued.

3. Complying with the Equalities Act 2010.

4. Identifying and removing practices that may result in indirect discrimination.

5. Providing equality of opportunity for all students and staff so they can enjoy life in all its fullness.

6. Promoting British Values

# **Equalities Objectives:**

1. Promote a caring environment based on our Christian Vision and Values.

2. To continue to provide a school environment that welcomes, protects and respects diverse people.

3. To continue to close the gaps in attainment and achievement between students and all groups of students; especially boys and girls, disadvantaged students, students with Special Educational Needs and Disabilities, Looked After Children, and students from different heritage groups.

4. To ensure that all students are given the opportunity to make a positive contribution to the life of the school, particularly focusing on developing leadership opportunities for all students.

5. To eradicate the use of homophobic, sexist, racist and other discriminative language in the school.

6. To review the accessibility across the school for students, staff and visitors with disabilities, including access to specialist teaching areas.

**To achieve this, we intend to**:

1. Ensure measures are in place to enable students and staff to make the most of their talents,

 abilities, experiences and opportunities in school.

2. Seek equality of opportunity across the nine protected characteristics identified in the Equality Act

2010:

a. age

b. disability

c. gender reassignment

d. marriage and civil partnerships

e. pregnancy and maternity

f. race

g. religion and belief

h. sex

i. sexual orientation

3. Raise the ambitions, increase the aspirations and widen the horizons of all students;

4. Promote staff awareness of teaching strategies and classroom management techniques which

contribute to students’ achievement and motivation.

5. Provide a curriculum and teaching materials free from bias and stereotyping.

6. Ensure that all students are presented with a wide range of positive role models.

7. Remove barriers in developing a staffing and management structure, including that of the governing body, which reflects the school’s policy on equalities

8. Encourage a positive and supportive response from parents to our equalities policy.

# **Responsibility of SLT and Governing Body**

The SLT and Governors will need to review practices and procedures in the following areas:

1. Curriculum content and assessment methods

2. Resources

3. Behaviour for learning

4. Relationships and personal development

5. Ethos and environment

6. Options and careers education, information, advice and guidance

7. Staffing

# **Monitoring and Evaluation**

A range of information, including quantitative and qualitative data, will shared with Governors by Senior Leaders and will include: -

* Pupil attainment and progress data
* Access to the curriculum and subject areas
* Suspensions and exclusions from school
* Information on personal and character development and promoting cultural capital
* Summary of racist, homophobic and bullying incidents
* OFSTED and SIAMS reports on Churchmead School
* Feedback from parents, pupils and Governors, where applicable

Data will be used to inform planning and to ensure the school’s commitment to equal opportunities goes from policy to practice to improve outcomes.

# **Accessibility**

Churchmead School is committed to the personal care, development and well-being of all members of its community. In attempting to ensure access for all, we are committed to:

• Providing a learning environment and associated services accessible and appropriate to all members of Churchmead, including pupils, staff, Governors, parents/carers and the wider community. In achieving the above, we will:

• Take all reasonable steps to facilitate physical access to the school and associated facilities.

• In partnership with the Local Authority, monitor and evaluate accessibility arrangements in order to make improvements.

• Use communication methods that are appropriate and sensitive including a variety of appropriate and accessible publication of materials and information to ensure access for all.

• Ensure accessibility of employment arrangements or physical features of the workplace to meet the needs of staff and applicants with disabilities or other needs.

# **Recruitment and Employment**

Churchmead is committed to:

• Ensuring that all employees are recruited, and promoted, on ability and other objective relevant criteria.

• Recruiting a workforce that represents the community it serves.

• Equality of opportunity for all people and protecting everyone against all forms of discrimination, with a particular regard to age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

• Communicating job opportunities to all sections of the community.

• Working towards ensuring that all employees who are part of the recruitment selection panel are trained on equalities issues.

• Working with disadvantaged sections of the community in support of recruitment

• Following the appropriate legislation in the recruitment process.

• Recording recruitment information to provide evidence in support of fair and effective recruitment processes.