



Equalities Policy

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Policy Reviewed and Adopted by

Governing Body: 6th July 2021

Date of Next Review: 1st December 2023

Responsible Officer: Assistant Principal: M Beckett

1. Introduction

- 1.1 Hawes Side Academy ("The Academy") is committed to ensuring equality and valuing diversity and actively supports practices that promote genuine equality of opportunity for all members of the academy community; pupils, staff, governors, parents and carers and community members.
- 1.2 The Academy is committed to promoting a positive and diverse culture in which all staff and pupils are valued and supported to fulfil their potential irrespective of any protected characteristic.
- 1.3 The Academy recognises its obligations under the Equality Act 2010. We oppose all forms of unlawful and unfair discrimination, bullying and harassment and will make every effort to comply with the requirements of the Equality Act 2010 and its subsequent provisions.
- 1.4 The following groups have been identified as key recipients in terms of the implementation of this policy:
- Looked After Children or Children in Need
 - SEND
 - Children at risk of exclusion
 - Children from an ethnic group, including those from Gypsy, Roma, Traveller background.
 - Children missing in education
 - Children with medical conditions affecting attendance at school
 - Are young carers
 - Children within, or at risk of joining, the criminal justice system
 - Children with mental health issues
 - Children in receipt of free school meals
 - Children living in areas of deprivation
 - Gifted and talented
 - Are gender questioning or going through transition
 - Children who are Lesbian, Gay or Bisexual

The policy and all associated procedures apply to all staff (including volunteers and pupils on placement), young people and visitors and should be read in conjunction with the following policies: Accessibility Plan; Special Educational Needs Policy; Behaviour Management Policy; Admissions Policy; Complaints Policy; Employment Policies

- 1.5 Failure to comply with these policies and procedures may result in disciplinary action. Discriminatory treatment, bullying or harassment of staff or pupils by visitors will also not be tolerated.

2 Compliance

- 2.1 This policy has been developed in response to the Equality Act 2010 and replaces previous policies relating to race, gender and disability equality. It has been designed to help the academy meet the duty to:
- 2.1.1 Eliminate unlawful discrimination, harassment, victimisation and other prohibited conduct.
 - 2.1.2 Advance equality of opportunity between those who have a protected characteristic and those who do not.
 - 2.1.3 Foster good relations between those who share a protected characteristic and those who do not.
- 2.2 The Equality Act 2010 defines nine protected characteristics, of which the following are potentially applicable to the academy community (pupils, staff and governors) are:
- Age (as an employer but not applicable to pupils)

- Disability
- Sex
- Gender reassignment
- Race
- Pregnancy and maternity
- Religion or belief
- Sexual orientation

2.3 Staff and governors will:

- Actively promote equality of opportunity in all areas of school life.
- Ensure that members of the academy community know their rights, and respect the rights of others.
- Aim to ensure that prejudice or discrimination in all its forms is actively rejected.
- Raise awareness of equality issues for all members of the academy community, and through our links with the local community.
- Establish strategies to ensure equal access to the curriculum and enable each individual to fulfil his/her potential regardless of ability, gender, race, disability, religion or sexual orientation.

2.4 Equality and diversity principles based on the above aims will be embedded in our daily practices, policies and the processes of decision-making, including:

- Admissions, induction and attendance
- Pupils' progress and achievement
- Pupils' personal development and wellbeing, particularly in relation to safeguarding
- Parental involvement
- Working with the wider community
- Behaviour management
- Staff recruitment and professional development
- Curriculum access and participation
- Teaching styles and strategies

3 Publication of Information and Equality Objectives

3.1 The Academy acknowledges its legal duties to publish information on compliance with the three strands of the public sector equality duty and, in addition, to publish specific and measurable equality objectives.

3.2 The Academy will work across the academy community to analyse data and existing practices to set out the actions taken in compliance of the equality duty and to inform the setting of relevant equality objectives to support the development of the academy and its community.

3.3 The information on the equality duty will be updated annually and the objectives every 4 years.

4 Roles and responsibilities

4.1 The designated senior member of staff with overall responsibility for all equality and diversity matters at The Academy is the Principal.

4.2 It is the responsibility of all staff to:

- Treat colleagues, pupils and visitors with dignity and respect; and avoid behaving in any manner that may give rise to claims of discrimination, harassment or victimisation;
- Support and participate in any measures introduced to promote equality and diversity;

- Actively challenge discrimination and disadvantage in accordance with their responsibilities;
- Report any issues associated with equality and diversity in accordance with this policy.

5 Duty to make reasonable adjustments

We will actively seek to make reasonable adjustments, where there is a need to ensure that a disabled person has the same access to everything as a non-disabled person, as far as is reasonable. We will take positive and proactive steps to remove, reduce or prevent the obstacles faced by a disabled individual, as far as is reasonable.

6 Admissions policy

Our admissions criteria are defined under the Admissions Policy and are applied consistently to every pupil, irrespective of any protected characteristic.

7 Curriculum delivery

The curriculum is crucial to tackling inequalities for pupils including gender stereotyping, preventing bullying and raising attainment for certain groups. The principles of equality and diversity are embedded in our academic and social curriculum. Positive and proactive steps will be taken to prevent discrimination against, or victimisation of, any pupil in the provision of education or access to any benefit, facility or service including educational trips and leisure activities.

8 Exclusion policy

The decision to exclude a pupil for a fixed period or permanently is a last resort. Our exclusion criteria are defined under the behaviour policy and are applied consistently to every pupil, irrespective of any protected characteristic.

9 Recruitment and selection

- 9.1 All employees, whether part-time, full-time, temporary or permanent will be treated fairly and equally. We will avoid unlawful discrimination in all aspects of employment including recruitment, promotion, opportunities for training, pay and benefits, discipline and selection for redundancy. Selections will be made on the basis of aptitude, ability and/or merit, where appropriate.
- 9.2 Where appropriate, The Academy will endeavour to make all reasonable and effective adjustments during the recruitment and selection process. Where recruitment and selection is carried out by a third party, on behalf of The Academy, we will take all reasonable steps to ensure they adhere to the principles of this policy.

10 Reporting and recording incidents of discrimination and harassment

All incidents of discriminatory treatment, bullying and harassment must be reported to senior staff and recorded as soon as is reasonably possible (and in any event within 24 hours of the incident). All bullying-related incidents (confirmed or otherwise), will be addressed in accordance with our Anti-Bullying Policy.

11 Complaints and grievances

If an individual believes that they have been discriminated against, harassed or victimised, they are asked to follow our complaints or grievance procedure (as appropriate).

12 Implementation, monitoring, evaluation and review

- 12.1 The designated senior member of staff with overall responsibility for the implementation, monitoring and evaluation of the 'Equality and Diversity Policy' is the Principal.
- 12.2 Additional support would also be provided to any parent or significant person, wishing to know more about the policy and procedures outlined above. A copy of this policy document is available for inspection on the premises during office hours and an electronic copy is posted on The Academy's website.
- 12.3 The Equality Policy will be reviewed on a three-year cycle.

Appendices

Appendix 1: Procedure for dealing with Racial Incidents

Procedure for dealing with Racial Incidents

Definition of a racist incident

A racist incident is any incident which is perceived to be racist by the victim, or any other person.



Suggested guidelines for dealing with racist behaviour

The following major steps may be taken in dealing with racist behaviour:

- Identifying Racist Behaviour.
- Dealing with the perpetrator.
- Supporting the victim.
- Dealing with the impact of racial incidents within The Academy and the community.
- Monitoring.

Identifying Racist Behaviour.

Racist behaviour may be defined as any hostile or offensive act or expression by a person of one racial and ethnic origin against a person of another racial group or ethnic origin or any incitement to commit such a act in such a manner that it interferes with the piece and comfort of the aggrieved person.

Racist behaviour may be split into the following categories:

- Physical assault because of colour and/or ethnicity
- Derogatory name-calling, insults and racist jokes.
- Racist graffiti
- Provocative behaviour such as wearing racist badges or insignia
- Bringing racist materials such as leaflets or magazines into the academy
- Verbal abuse or threats
- Incitement of others to behave in a racist way
- Racist comments in the course of discussion in lessons
- Ridicule of individual for cultural difference e.g. food, music, dress etc
- Refusal to co-operate with other people because of their ethnic origins

Dealing with the Perpetrator

All racist incidents should be dealt with no matter how trivial they may seem to be. The following general procedures may be followed in dealing with the perpetrator,

a) Physical assault.

- Report to class teacher if appropriate
- Full report to The Principal, who will then fill in a Racist Incident Report Form
- Letter to parent/guardian
- Take necessary action to prevent recurrence

b) Derogatory name-calling, insults and racist jokes

- Members of staff must not ignore any form of racist abuse in The Academy
- Explain fully to the perpetrator that verbal racist abuse will not be tolerated
- Explain why it is offensive, as child may draw no distinction between 'fatty' and a racial slur
- Even if the person has been provoked it is not acceptable for retaliation to be racist abuse
- Report to a member of the Senior Manager Team who will fill in a Racist Incident Report Form and log the incident on the academy information management system. Parents will be informed.

c) Racist graffiti.

- All racist graffiti must be reported to The Principal who will fill in a Racist Incident Report Form, log the incident and then arrange for the graffiti to be removed immediately.

d) Wearing racist badges or insignia.

- We will not permit the wearing of racist badges or insignia
- The child should be reported to The Principal as appropriate.
- A Racist Incident Report Form should be filled in and incident logged. Parents will be informed.

e) Bringing racist materials into the academy.

- Racist literature should be removed.
- The pupil should be referred to The Principal as appropriate.
- A Racist Incident Report Form must be completed and logged.
- Parents informed

f) Verbal abuse.

- See b.

g) Incitement of others to behave in a racist way.

- See b.

h) Racist comments in the course of discussion in lessons.

- Racist comments must not go unchallenged.
- Offenders must be referred to The Principal as appropriate.
- Parents/guardians should be informed.
- A Racist Incident Report form should be filled in and logged.

i) Ridicule of individual for cultural differences.

- See b.

j) Refusal to co-operate with other people because of their ethnic origins.

- Explain that the pupil should work collaboratively.
- Every pupil should have the right to be included in academy activities and the academy should not exclude any pupil on racial, cultural or linguistic grounds.
- Offenders must be referred to The Principal as appropriate.
- A Racist Incident Report Form should be filled in.
- Parents/guardians must be informed.

Supporting the Victim.

A Victim or Victims of racist behaviour will need immediate attention from a member of staff in order to prevent the danger of shock and long-term suffering.

The member of staff addressing the issue will explain the action taken and express the attitude of the academy toward such behaviour giving the opportunity to the children to express their own concern and feelings.

In serious cases the Principal should meet parents or relations of victims to explain the action taken and to discuss the matter with them.

Dealing with the impact on the academy and community.

- Racist graffiti should be removed immediately on discovery and any damage repaired.
- Racist literature, badges and insignia should be confiscated on discovery and the reason for not allowing them explained.
- If the matter is of a serious nature all the pupils and staff should meet together to discuss it. Assemblies may also be used for this purpose.
- The teachers should explain any distortion of matters, through rumours promptly.
- If the incident is of a serious nature then feedback from parents and responsible members of the communities should be obtained in order to assess the impact of the incident.

RACIST INCIDENT REPORT FORM ONE

School _____

Date of Incident _____

Perpetrator

Pupils/Pupils

☐

Outside Person(s) inc. Parents

☐

Teaching Staff

☐

Support Staff

☐

Unknown

☐

Victim

Pupil/Pupils

☐

Outside Person(s) inc. Parents

☐

Teaching Staff

☐

Support Staff

☐

Victimless Incident

☐

Where Known

Ethnic Origin

Ethnic Origin

Sex

☐

~~Sex~~

☐

Age/Year/Group

☐

Age/Year Group

☐

Nature of Incident

Verbal Abuse

☐

Violence

☐

Provocative Behaviour

☐

Graffiti

☐

Possession/Distribution of
Racial Material

☐

Other

☐

Brief Description of Incident

Action Taken

Signed _____

Print Name and Role

Date _____

Please send completed forms to:

Ged McNally

Education Inclusion Officer

Educational Diversity

24 Low Moor Road

Blackpool

FY2 0PG

Tel: 01253 476443 Fax: 01253 476993

Please retain a copy for your records and use supplementary sheets as necessary