



EQUALITY POLICY

This policy reflects the Equality Act 2010 and the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017. Through this policy Lytham St Annes High School will fulfill our public duty and pay due regard to the need to eliminate unlawful discrimination, advance equality of opportunity and foster good relations in connection with disability, ethnicity, gender, religion, sexual identity, gender identity and gender transitioning and where appropriate, age (applicable to employees only).

The principles in this policy refer to all members of our learning community and therefore are equally applicable to students, staff, governors and any visitors to our school.

Legal framework

Duties as identified in the Equality Act 2010 and its Schedules. There are nine protected characteristics:

- Disability
- Race
- Sex
- Gender identity and transitioning
- Faith, religion and belief (including lack of faith)
- Marriage and civil partnership
- Sexual identity
- Pregnancy and maternity
- Age

Each relates to direct discrimination, discrimination by association, discrimination by perception, indirect discrimination; harassment and victimisation. LSA High School will seek to achieve positive action in respect of the Act.

It should be noted that all schools have a duty to comply with the Equality Act 2010 and the Specific Duties and Public Authorities Regulations 2017, and failure to do so could result in legal action against the school's Governing Body. Employees of the school acting on behalf of the Governing Body are also liable for their own discriminatory actions.

At Lytham St Annes High School employment information is gathered and reviewed in line with the Equality Act 2010.

Good Practice

1. We aim to be a cohesive community where all people are encouraged to have aspirations and are supported in their endeavor to work hard and to achieve their potential. Where all members of our community show integrity in their actions (even when no one can see them) and to have respect for one another.
2. We aim to ensure equal access to wider achievement opportunities and experiences for all young people through both the curriculum and through our More Than Grades Programme.
3. We strive to help our young people develop as responsible citizens, confident individuals and considerate, principled leaders through a range of opportunities in student leadership and citizenship and by our ethos and expectations of one another.
4. Through our policies and actions we undertake to ensure that every member of staff is safe at work and that we demonstrate concern for their wellbeing.
5. We log racist incidents and report them to the local authority. We monitor and log all incidents of bullying in whatever form it takes.
6. We aim to enhance a wider sense of community locally, as well as in the context of the UK and globally.
7. We actively seek the opinions of all members of our learning community on their experiences of equality of opportunity and of discrimination. We are transparent about these findings and work together to ensure we do not lose sight of how important achieving an equality of opportunity is at LSA.

Guiding principles

In fulfilling the legal obligations we are guided by 9 principles. These principles underpin our school values.

Principle 1: All members of our school community are of equal value

We see all learners and potential learners, all staff, parents and carers as of equal value:

Principle 2: We value and promote inclusivity

Valuing people equally (Principle 1 above) does not necessarily involve treating them all the same. 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.

Principle 3: We foster positive attitudes and relationships and a shared sense of cohesion and belonging

Policies, procedures and activities should promote positive attitudes, mutual respect and positive interactions between people, not merely ensure an absence of inequality.

Principle 4: We observe good equalities practice in staff recruitment, retention and development. Policies and procedures benefit all employees and potential employees, for example in recruitment and promotion and in continuing professional development:

Principle 5: We aim to reduce and remove inequalities and barriers that already exist

We aim to maximise the positive impact of our actions by reducing and removing inequalities and barriers that may already exist.

Principle 6: We consult and involve widely

People affected by a policy or activity will be given the opportunity to be informed of & involved in the design of new policies and in the review of existing ones.

Principle 7: We address prejudice and prejudice related bullying

We oppose all forms of prejudice which stand in the way of fulfilling the legal duties listed above.

Principle 8: We aim to have a positive impact on society as an organisation and as individuals within our learning community

Policies and activities should benefit society as a whole, both locally and nationally, by fostering greater social cohesion and greater participation of all in the community.

Roles and Responsibilities

1. The equality objectives for Lytham St Annes High School will be set out formally by the Senior Leadership Team and are referenced in the school's improvement plan. They will be reviewed annually.
2. Equality employment information will be monitored and reported to the Governing Body on an annual basis.

Curriculum

1. Performance data will be evaluated by looking specifically at potentially disadvantaged groups and the results used to ensure that such groups are supported positively.
2. All other data relating to whole school monitoring will encompass scrutiny of equality information so that groups are supported positively.
3. When it is reviewed, each curriculum subject or area will ensure that teaching and learning will reflect our Guiding Principles as set out above and will seek opportunities to promote the protected characteristics.

Staff and Governors

1. The Governing Body is responsible for ensuring that the school complies with legislation, and that this policy and its related procedures and action plans are implemented.
2. A member of the Governing Body has the role of monitoring the implementation of this policy.
3. 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 any cases of unlawful discrimination.

4. All staff are expected to adhere to this policy by :

- promoting equality and inclusion in their classrooms, amongst colleagues and with visitors to the school
- dealing with any prejudice related incidents that may occur
- planning and delivering schemes for learning and lessons that reflect our Guiding Principles
- providing and analysing quantitative and qualitative data that supports better understanding of the performance of potentially disadvantaged groups and any issues that may arise, e.g. attendance, bullying, exclusion etc
- attend appropriate training that enables, LSA High School to keep up-to-date with equality issues.

5. All staff and Governors have access to training and a selection of resources which discuss and explain the concepts of equality, diversity and community cohesion. We value the opportunity to take a holistic approach in fulfilling our equality duties.

6. All staff and Governors will exercise their Safeguarding responsibilities in relation to equality matters and ensure that any bullying, discrimination or stereotyping is addressed immediately.

7. New policies and strategies are considered for their potential implications for equality before approval and revised if necessary as part of our regular Equality Impact Analysis.

**Member of staff with Lead Responsibility for this policy: Deputy Head Teacher MTG
Gill Clegg**

Governor with Lead responsibility for this policy: Link Governor Joanna Allitt

Approved by Governing Body in:

Policy due to be reviewed:

Appendix A – Our mission and values

Our school mission statement is:

“A learning community in pursuit of excellence”

Governors adopted this simple statement of the mission of our school because it reflects three key areas of school life:

Learning is the main purpose of our school. Our students will be educated to be independent learners who take responsibility for their own learning.

People in our school community are to be treated equally and with fairness and respect. Students will have respect for themselves, for others and for their environment.

Excellence is something all students and adults working in the school should aim for in every aspect of school life. Everyone is capable of excellence and can show it through how they communicate with and care for each other, through their extra – curricular achievements and through standards of teaching and of learning.

Our school is driven by a set of 4 core values that underpin everything we do.

Our values are: **Aspiration Endeavour Integrity Respect**

Value	What it means	How we show this at LSA	This is what we do...
Aspiration	<i>Noun:</i> An ambition of achieving success through time, effort or skill	Wanting to improve, demonstrating impeccable behaviour, high standards, pursuing excellence.	<ul style="list-style-type: none">• We want to do well and be successful• We celebrate each others achievements• We celebrate ourselves, our ambitions and goals• We do the best we can at all times
Endeavour	<i>Verb</i> To try hard to do and achieve something, showing resilience and effort <i>Noun</i> An attempt to achieve a challenging goal	Working hard in lessons, responding to feedback, seeking our feedback, having a growth mindset and giving it a go.	<ul style="list-style-type: none">• We always arrive to lessons on time• We are equipped to learn• We work hard to reach our goals• We appreciate the hard work of others
Integrity	<i>Noun</i> The quality of being honest and having strong moral principles	Being honest, following rules, respecting ourselves and others, acting with kindness and compassion,	<ul style="list-style-type: none">• We are honest• We are kind• We make the right choices• We learn from our mistakes
Respect	<i>Noun</i> A feeling of admiration and understanding for someone or something <i>Verb</i> Due regard for feelings, wishes or rights of others	Excellent manners, good relationships, a clean environment, being self aware, awareness of others, commitment to community and equality.	<ul style="list-style-type: none">• We demonstrate good manners• We care for ourselves• We care for others• We care for our community

Equality Policy

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Appendix B Our 3 year Objectives and Improvement Plan

(This is currently being drafted by the Equality Strategy Group in a series of meetings throughout October 2021)

