



EQUALITY POLICY

Last review: Autumn 2020

Next Review: Autumn 2022

DEFINITIONS

The following terms shall have the following meanings for the purposes of this document:

the School	means Clifton All Saints Academy
PSED	means Public Sector Equality Duty
RE	means Religious Education
SEND	means Special Educational Needs and Disability
SENDCo	means the Special Educational Needs and Disability Co-ordinator

PURPOSE

The School is committed to providing equality of education and opportunity for all pupils, staff, parents and carers receiving services from the School. This is irrespective of race, gender, disability, faith or religion or socio-economic background. The School will ensure a culture of inclusion and diversity in which all those connected to the School feel proud of their identity and able to participate fully in school life. The School expect everyone who is part of, or who visits the School, to support this commitment through both their actions and words.

This policy reflects the legal duties set out in the Equality Act 2010 and non-statutory guidance set out by the Government in December 2011 and March 2012. The Equality Act 2010 introduced a single PSED, also referred to as the “general duty” that applies to public bodies, including maintained schools and academies, and which extends to all protected characteristics – ethnicity, disability, gender (including pregnancy and maternity, age, religion or belief, sexual orientation, marriage and civil partnership, sexual identity and transgender). The PSED came into effect in April 2011 and all public bodies are required to have due regard to the need to:

- Eliminate discrimination and other conduct that is prohibited by the Act.
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it.
- Foster good relations across all characteristics – between people who share a protected characteristic and people who do not share it.

The Equality Act also places two specific duties on public bodies. The two specific duties require schools to:

- Publish information to demonstrate how they are complying with the PSED.
- Prepare, publish and review equality objectives annually.

AIMS OF THIS POLICY

This policy sets out the School’s aims to promote equality of opportunity and comply with the Act. The vision at the School is:

“The School aims to provide each child with a stimulating and exciting learning experience underpinned by distinctively Christian core values. A secure and inclusive environment is provided which seeks to inspire all the children to flourish, to respect diversity and to achieve their full potential regardless of gender, beliefs or academic ability. The School endeavours to prepare them for life in today’s increasingly demanding and ever-changing society.”

The School will take steps to advance equality of opportunity, foster good relations and eliminate any discrimination or harassment within the School community.

The School does this by:

- Treating all those within the School community (e.g. pupils, staff, governors, parents and the local community) as individuals with their own particular abilities, beliefs, challenges, attitudes, backgrounds and experience.
- Maintaining a school ethos and considering the ways in which the School's teaching and curriculum promotes common values, equality, develops understanding and challenges myths, stereotypes, misconceptions and prejudices. The School will actively encourage positive attitudes towards pupils and staff, promote awareness of the rights of individuals and expect everyone to treat others with dignity and respect by developing the skills of participation and responsible action.
- Encouraging everyone in the School community to gain a positive self-image and high self-esteem through its RE and Values teaching.
- Having high expectations for everyone involved with the whole school community.
- Promoting mutual respect and valuing each other's similarities and differences and facing any equalities issues openly and honestly.
- Taking reasonable and necessary steps to meet pupils' needs by using a variety of approaches and planning reasonable adjustments for disabled pupils, enabling pupils to take as full a part as possible in all the activities of the School. The School will make reasonable adjustments to ensure the School environment and its activities are as accessible and welcoming as possible for pupils, staff and visitors to the School, seeking the views of advisory staff and outside agencies when and where needed. The School is also committed to ensuring staff with a disability have equality of opportunity.
- Monitoring the progress and achievement of all pupils by race, gender and disability. This data will be used to support pupils, ensure high standards of attainment are maintained and ensure inclusive teaching as well as diminishing any differences in achievement between different groups and national standards.
- Monitoring any bullying and prejudice-related incidents and dealing with them effectively (see Anti-bullying policy). The School will ensure staff are aware of the process of reporting and following up incidents of prejudice-related bullying. The School also expect all staff to be positive role-models for equal opportunities, deal with bullying and discriminatory incidents and be able to identify and challenge prejudice and stereotyping. The School will ensure all staff are also aware of their legal duties under the Equality Act 2010, the different forms of discrimination and what 'reasonable adjustments' mean in practice.
- Annually seeking the views of pupils, parents and staff to ensure that the School environment is as safe and accessible as possible to all school users.
- Monitoring and reviewing all of the above to secure continuous improvement in all the School does.

RESPONSIBILITIES:

Governing Body

The Governing Body will:

- Ensure that the School complies with equality-related legislation.
- Ensure that the Policy and its procedures are implemented by the Headteacher.
- Ensure all other school policies promote equality.
- Give due regard to PSED when making decisions.

Headteacher

The Headteacher will:

- Implement this policy and its related procedures.
- Make all staff aware of their responsibilities and provide training as appropriate to enable them to effectively deliver this policy.
- Take appropriate action in any case of actual or potential discrimination.
- Ensure that all staff understand their duties regarding recruitment and provide reasonable adjustments to staff.
- Ensure that all staff and pupils are aware of the process for reporting and following up bullying and prejudice-related incidents.

All staff

Staff will:

- Enact this policy, its commitments and procedures, and their responsibilities associated with this policy.
- Deal with bullying and discriminatory incidents and know how to identify and challenge prejudice and stereotyping.
- Promote equality and good relations and not discriminate on any grounds.
- Attend such training and information opportunities as necessary to enact this policy and keep up to date with equality legislation.
- Be models of equal opportunities through their words and actions.

SENDCo

The SENDCo will:

- Enact this policy, its commitments and procedures, and their responsibilities associated with this policy.
- Ensure quality provision for all SEND pupils based on need.

Pupils

The pupils will:

- Refrain from engaging in discriminatory behaviour or any other behaviour that contravenes this policy.

Visitors (e.g. parent helpers, contractors)

Visitors will:

- Be aware of, and comply with, the School's equality policy.
- Refrain from engaging in discriminatory behaviour on school premises.

EQUALITY OBJECTIVES 2020-2022:

Based on analysis of data of pupil performance, our last SIAMS inspection and recent local and national events, our Equality objectives are:

Equality Objective 1 – To advance the equality of opportunity between children by providing additional activities before and during school for children with specialist needs.

Equality Objective 2 – To develop the whole school teaching of Maths through the Maths Mastery approach so that all children can attain a good level of understanding of number and its manipulation.

Equality Objective 3 – To develop and implement a Recovery curriculum across all subjects to identify significant gaps in learning and plan effectively to reduce those gaps