



# **Equality Policy**

(ratified by the Full Governing Body 15<sup>th</sup> October 2019)

Review Cycle: 1 Year – Summer Term

Review By: Leadership Team, Standards Sub-Committee

Contents:

Aims; Responsibilities; Monitoring and Evaluation

### Aim of policy

This Equality Policy for Alcester Academy brings together policies for Race, Gender and Disability equality, meeting the current statutory duties in these areas. However, it goes far beyond these strands to include sexual orientation, religion or belief, gender reassignment and every aspect which has the potential to discriminate against or to devalue any individuals within our community such as against those with special educational needs or potential language barriers. We are committed to the elimination of all forms of unfair discrimination, victimisation or harassment and aim to promote equality for pupils/students, staff and others who use Academy facilities.

#### Aims:

- To respond positively to the additional needs of all pupils and staff and recognise all learners are of equal value.
- To promote the development of every individual and consult them at regular stages of their learning
- To ensure that all students and staff are encouraged, and able to achieve their full potential
- To prevent any form of unfair treatment for any member of the Academy community; to include admissions, provision of education, access to any benefit, support service or facility and exclusions.
- To eliminate discrimination, harassment and any barriers to these.
- To establish an Academy community within which everyone is regarded as of equal value and enjoys mutual respect.
- To promote equality of access within our Academy and within our wider community.
- To promote positive attitudes to difference and good relationships between people with different backgrounds, genders, cultures, faiths, abilities, individual needs and ethnic origins, sexual orientation; the Academy recognises, welcomes and respects diversity.
- To prepare pupils for full citizenship of the global community based on the values of tolerance and mutual respect.
- To provide as wide a range of educational experiences as possible.

This policy is written in the context of:

- The Equality Act 2010
- Equality Act 2006 (which introduced the gender equality duty)
- Race Relations (amendment) Act 2000
- Disability Discrimination Act 2005
- Education and Inspections Act 2006
- Education and Inspection Act 2006 (which introduced the Community Cohesion duty)
- The SEND Code of Practice 2014

## **Responsibilities**

### **The Governing Body**

The Governing Body is responsible for:

- the Academy's compliance with Equality and Diversity legislation
- the Academy's implementation of an admissions policy which is fair and equitable in its treatment of all groups to ensure students are admitted without regard to ability, disability, gender or ethnic group
- being involved, as appropriate, in dealing with serious breaches of the policy.

### **The Headteacher and Senior Leadership Team**

It is the Headteacher's responsibility, in conjunction with the Senior Leadership Team, to:

- implement the policy and its strategies, procedures and promote key messages to staff, parents and students about equality.
- ensure that all staff receive appropriate and relevant Continuous Professional Development (CPD)
- actively challenge and take appropriate action in any cases of discriminatory practice
- deal with any reported incidents of harassment or bullying in line with guidance
- ensure fair treatment and access to services

The Headteacher will report annually to the Governing Body on the Academy's compliance with the Equality Policy.

### **All staff**

It is the responsibility of all staff to:

- be vigilant in all areas of the Academy for any type of harassment and bullying
- deal effectively with all incidents of victimisation caused by perceived differences
- promote an inclusive curriculum and whole school ethos which reflects our diverse society and challenges bias and stereotyping
- promote equality and good relations and not discriminate on grounds of age, gender (to include transgender), race, colour, religion, disability or sexual orientation
- keep up to date with equality legislation, development and issues by attending relevant training and accessing information from appropriate sources.

### **Parents/Carers**

- Take an active part in identifying barriers for the community within the Academy.
- Support the Academy in the aims of this policy.

### **Students**

- Support the Academy to achieve the commitment made to tackling inequality.

### **Monitoring and Evaluation**

Data will be used to monitor the attainment and progress of students by gender, additional needs, free school meals (FSM) and ethnic group, to include Pupil Premium, LAC (looked after children), adopted and Forces children. The results of review and evaluation procedures will inform planning, target setting and Academy improvement objectives.

The site issues relevant within the Accessibility Plan are reported to the Finance and Personnel Sub-Committee.

**Relevant Academy Policies / Statements**

Policy statements for Equality, Most Able and SEND

Statements for Disability Equality, Racial Equality & Cultural Diversity, and EAL

Refer to the 'Supporting Students; with Medical Conditions Policy' for further detail around health needs.

**Signed:** \_\_\_\_\_ Headteacher

**Signed:** \_\_\_\_\_ Chair of Governors

**Date:**