

SINGLE EQUALITY POLICY



Member of Staff Responsible for the Policy: MH

Date on which this Policy was last reviewed: January 2016

Date on which this Policy is to be next reviewed: January 2019

Dissemination of the Policy: All Staff, Governors, parents via website

CONTEXT

The context of the school is that most students and staff are white British, which reflects the ethnic composition of the local area. However the school acknowledges that students have a variety of cultural background. A small number of students have English as a second language but only occasionally are they at an early stage of acquiring English.

OUR COMMITMENT

At Downlands Community School we are committed to providing equality of opportunity for all members of the school community. We recognise that inequality and disadvantage and discrimination exist in society and understand that sometimes we need to treat students, governors, employees and job applicants in a different way to give them equal access to education or a job. Governors and staff are committed to emphasising the common elements and values of our British culture while celebrating the diversity of cultures and traditions followed by individuals and groups within our society.

OUR RESPONSIBILITIES

The Equality Act 2010 says that we must not treat people unfairly because of age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race (includes ethnic or national origins, colour or nationality), religion or belief (or lack of belief), sex or sexual orientation. These nine groups are called "protected characteristics". Age and marriage or civil partnership do not apply to students. As a public sector organisation we are required to meet the Public Sector Equality Duty (PSED) which means that in carrying out our functions we must have due regard to the need to:

- eliminate unlawful discrimination, harassment and victimisation;
- advance equality of opportunity between people who share a protected characteristic and those who do not;
- foster good relations between people who share a protected characteristic and those who do not.

All schools also have two specific duties. These are to:

- publish information which shows how we meet the public sector equality duty (Annex A)
- publish at least one equality objective every four years and review annually (Annex B)

MEETING OUR RESPONSIBILITIES

We will adhere to the requirements of the Equality Act 2010 in relation to students, parents and carers, employees, volunteers and any other school visitors. In practice this means:

- we will treat students, parents and carers, staff and any other visitors with respect
- we will not discriminate against students through our admissions policy or the way we operate on a daily basis. This will include the way we provide education for students, the way we provide a benefit, facility or service and exclusion of students or subjecting them to any other detriment;
- we will carry out accessibility planning for disabled students, staff and visitors. This will include improving the physical environment of the school, ensuring we increase the extent to which disabled students can participate in the curriculum, and improving the availability of accessible information to disabled students and parents and carers;
- we will recruit, select, train and promote staff fairly which will include not asking health-related questions until after a job offer is made;
- we will educate students on equality issues covering the range of protected characteristics;
- we will provide training for Governors and staff;
- we will monitor any issues that arise and take appropriate action, supporting any person in the school who is faced with prejudice or discrimination;

- our HR Manager will undertake an annual evaluation to ensure this policy is clear, meets legislative requirements and is being adhered to;
- we will publish information each year to show how we are meeting our equality duties, including our equality objectives.

ACCESS

Students and employees will be made aware of this policy and where it can be accessed. This policy will be reviewed annually and published on the school's web-site.

SUPPORTING POLICIES AND PROCEDURES

The principles and aims of this policy are supported by other school policies and procedures including:

For students

- Accessibility Plan
- Anti-bullying Policy
- Behaviour Policy
- Child Protection Policy
- Complaints Procedure
- Special Educational Needs Policy

For staff

- Attendance at Work Policy
- Disciplinary and Grievance Procedures
- Job Sharing Policy
- Maternity Guidance
- Paternity Guidance
- Prevention of Bullying, Harassment and Discrimination Procedures
- Recruitment and Selection Procedures

MONITORING AND EVALUATION

We will regularly monitor and evaluate quantitative and qualitative data to review the effectiveness of this policy and identify improvements through:

- Analysis of data in relation to student's achievement
- School Development Plan
- Self Evaluation Cycle
- Governors monitoring
- Student, parent and staff forums/surveys
- Pastoral system
- Analysis of job applicant data
- Analysis of staff data

NB Personal data is kept confidential and reported in a way that avoids individuals being identified.

COMPLAINTS PROCEDURE

Any student, job applicant or member of staff may raise, either informally or formally, complaints of unfair or discriminatory treatment.

STUDENTS

Support for students is available from any member of staff but in particular from their Tutor, Assistant Achievement Leader, Pastoral Support Officer, Learning Mentors, and Achievement Leader. Advice is also available from the school's Head of Learning Support specific support that may be available to enable students to use particular services or facilities. Complaints from students should be raised by contacting any member of staff or by their parent/carer contacting school.

EMPLOYEES

Support and advice for staff is available from their line manager or the HR Manager. Complaints from staff can be made through the Prevention of Bullying, Harassment and Discrimination Procedures or the Grievance Procedures.