



# STUDENT EQUALITY AND DIVERSITY POLICY

Ratified by Governors/Principal:	Principal
Current ratification date:	Spring 2015
Review frequency:	Four years
Next review date:	Spring 2019
Responsibility of:	Helen Porter

## **1. PRINCIPLES ON WHICH THIS POLICY IS BASED:**

It is our belief that the Academy should be free of discrimination, harassment or victimisation on the grounds of race, gender, disability, sexual orientation, religion or belief and age, and this is not accepted in any form.

Freebrough Academy is committed to achieving equality as well as celebrating diversity.

A broad, balanced and appropriate curriculum provides equal opportunity for all pupils to maximise their potential regardless of age, gender, race, colour, religion, belief, sexual orientation or disability. The Academy should endeavour to promote positive relationships with parents, governors and members of the wider community.

All students should be treated with dignity and respect, and issues dealt with fairly and as openly as possible.

In order to be effective, the Equality & Diversity policy should have the support of everyone within the organisation with particular commitment from the very top of the organisation, be part of the business strategy and be promoted widely and circulated to all involved.

## **2. DEFINITIONS**

### **2.1 Equality**

It is understood that Equality has taken place when there is a fair society in which everyone can participate and is given the opportunity to achieve. Equality is also about eliminating discrimination and promoting fair and equal treatment for all. This means that educational inclusion should be free from irrelevant barriers and accessible to all. Equality is about:

- Widening life chances, not restricting them;
- Fostering talents, not suppressing them;
- Ensuring no child is disadvantaged or discriminated against;
- Creating a better and more efficient working environment.

### **2.2 Diversity**

It is understood that Diversity is about recognising and valuing differences between individuals, groups and communities to create a positive and inclusive culture for the benefit of the Academy. Diversity is also about promoting good relations between staff and the community to attract and retain talented individuals to reflect the social and ethnic mix of the local community. This will allow the Academy to deliver education and services that meet the needs of the local people.

## **3. AIMS AND OBJECTIVES**

The Academy aims to ensure compliance with relevant legislation. It is our policy to provide equality to all students, irrespective of:

- Gender
- Parental marital or civil partnership status
- Having or not having dependants

- Pregnancy and maternity
- Religious belief or political opinion
- Health
- Race (including colour, nationality, ethnic or national origins)
- Disability
- Sexual orientation
- Gender reassignment
- Age
- Family circumstances or caring responsibilities
- Family income, employment status or housing circumstances
- Family Trade Union Activity or Political Belief
- Social Class.

We are opposed to all forms of unlawful and unfair discrimination.

#### **4. ROLES & RESPONSIBILITIES**

We recognise that the provision of equal opportunities in the workplace is not only good management practice; it also makes sound business sense. Our equal opportunities policy will help all those who work for us to develop their full potential and the talents and resources of the workforce will be utilised fully to maximise the efficiency of the organisation and promote the equality and diversity of all students. Everyone within the Academy has a duty to;

- Comply with and promote the Student Equality & Diversity Policy
- Consider equality implications in all aspects of Academy work.
- Be aware of our behaviour and its impact on others
- Report suspected discriminatory actions
- Report suspicions of harassment taking place
- Maximise the development of each child and young person and ensure access to all aspects of the curriculum
- Ensure that students or parents who have made a complaint or have been involved in a complaint of harassment or discrimination are not victimised against
- Seek guidance on matters of equality and best practice when unsure of the appropriate course of action.

#### **5. OUR EQUALITY OBJECTIVES:**

- Raise attainment across the Academy to at least achieve, or exceed national levels with a specific focus on maths and English and in narrowing the gap between cohorts of students, with a particular emphasis on SEND (Special Educational Needs and Disabilities) students, disadvantaged and HAP (High attaining pupils) students.
- Improve levels of attendance to above national levels and reduce Persistent Absenteeism (PA) to at least national levels with a particular emphasis on disadvantaged students.

## **6. IMPLEMENTATION**

The Principal has specific responsibility for the effective implementation of this policy with due regard to Public Sector Equality Duty. Each leader, manager and supervisor also has responsibilities for its implementation and we expect all our employees to abide by the policy and help create an environment of equality, which is its objective. To ensure the policy is effectively implemented the following will apply to all aspects of our work:

- Not discriminating against any student on the grounds of their gender, disability, race, sexual orientation, religion, belief, or age
- Ensuring that all students have equal access to the full range of educational opportunities provided by the school and that the taught curriculum reinforces the principle of equality
- Removing any forms of indirect discrimination which may form barriers to learning
- Challenging stereotyping and prejudice whenever it occurs
- Celebrating the cultural diversity of our community and show respect for all minority groups
- Respecting individual differences
- Recognising and valuing the contribution of students
- Providing positive educational experiences and support for all students in an attempt to promote positive social attitudes
- Acknowledging that every member of our Academy community is entitled to a learning environment that promotes dignity and respect for all
- Not accept any forms of intimidation, bullying, harassment or victimisation
- Providing positive action measures where appropriate and permissible by legislation
- Providing appropriate in-service training for all staff to ensure they are aware of their role and responsibility in relation to the equalities agenda
- Communicate the policy to employees, job applicants and relevant others (such as contract or agency workers)
- Ensure that adequate resources are made available to fulfil the objectives of the policy.

## **7. MONITORING AND REVIEW**

We will establish appropriate information and monitoring systems to assist the effective implementation of our Student Equal Opportunities Policy. The effectiveness of our equal opportunities policy will be reviewed annually in consultation with Governors and action taken as necessary.

## **8. COMPLAINTS**

Students and parents who believe that they have suffered any form of discrimination, harassment or victimisation are entitled to raise the matter. All complaints of discrimination will be dealt with seriously, promptly and confidentially with due regard to:

The Equality Act 2010  
The Human Rights Act 1998  
The Protection from Harassment Act 1997

## Specific Roles in Relation to the Promotion of Equality

### 1. The Role of the Governing Body:

The Governing Body will have responsibility for:

Adopting the Equality & Diversity policy

Setting out its commitment to equal opportunities in its policy and continuing to do all it can to ensure that all members of the Academy community are treated fairly and with equality.

Taking all reasonable steps to ensure that the Academy environment gives access to disabled people.

Reviewing the arrangements for disabled students on an annual basis.

Welcoming all applications to join the Academy, whatever background or disability a child may have, and make every effort to make reasonable adjustments to the premises, facilities, school services and curriculum in order to enable disabled pupils to have access to the school's services and curriculum.

Ensuring that no child is discriminated against whilst in its Academy, on account of their age, gender, race, sexual orientation, religion or belief. For example, all children should have access to the full range of the curriculum and regulations regarding Academy uniform will be applied reasonably and equally to boys and girls. When the Academy uniform affects a child's religion, then the Academy will deal with each case sensitively and with respect for the child's cultural traditions.

Ensuring that the Academy's policies, procedures and strategies are carried out and monitored with appropriate Equality Impact Assessments (EIA's) and due regard to Public Sector Equality Duty.

Being involved in dealing with serious breaches of the Student Equality & Diversity policy in sub-committees, with awareness of the need for potential appeal.

## 2. The Role of the Principal

The Principal will have responsibility for:

Implementing the Academy's Equality & Diversity policy within the Academy.

Ensure that all key aspects of Academy work and major decisions reflect our Public Sector Equality Duty under the Equality Act 2010 and extends to the characteristics it defines. These are race and ethnicity; disability; sex; religion or belief; sexual orientation; pregnancy and maternity; and gender identity and reassignment.

Providing appropriate training for staff in equal opportunities and diversity and its implications for teaching and learning.

Ensuring that all staff are aware of this policy and that the guidelines are applied fairly in all situations.

Ensuring that all staff receive a copy of this policy as part of their induction procedure.

Promoting the principles of Equal Opportunity and Diversity when developing the curriculum as well as promoting respect for other people in all aspects of the Academy's work, for example through assemblies, displays and the PSHE and RE Curriculum.

Ensuring that due regard is given to the principles of Equality and Diversity with respect to all Academy policies.

Encouraging staff to intervene in a positive way against any occurrence of discrimination.

Treating all reports of incidents of unfair treatment, discrimination, harassment and victimisation with due seriousness.

Making the Governing Body aware of any serious incidents remembering that there might be a need for an appeal committee.

### 3. The Role of Staff

All individuals will have responsibility for:

Adhering to the Academy's Student Equality and Diversity Policy

Ensuring that all students are treated fairly, equally and with dignity and respect.

Not discriminating against any student.

Taking care when selecting classroom materials, paying due regard to the sensitivities of all members of the class and not using resources that are discriminatory in any way. Staff should strive to provide material that gives positive images of ethnic minorities and that challenges stereotypical images of minority groups.

Taking care when designing schemes of work, paying due regard to the Public Sector Equality Duty to consider equality implications to guide the choice of topic to study, and in how to approach sensitive issues.

Challenging any incidents of prejudice and reporting to the Principal.

## **MONITORING AND REVIEWING THE POLICY**

The Academy recognises that equality and diversity action and progress needs to be monitored and analysed. In order to do this the Academy will:

Assess the impact of its policies, practices and procedures and where necessary set new targets.

Review the Student Equality and Diversity Policy in line with current legislation and any other improvements identified.

Monitor the Academy behaviour and exclusions policy, to ensure that students from minority groups are not disadvantaged as a result of the application of these procedures.

Monitor the use of services to ensure that each and every section of the wider community has equal and fair access to services provided.

Monitor the non-use of services and take action if barriers to access exist. The Academy should do this through the use of student data, parent, staff and governor questionnaires and other similar systems.

Recognise that the needs of all young people, their parents and staff working within the Academy are the key to successful policy, procedure and practice. At all times the Academy will seek to ensure true representation of the community by ensuring information is available in alternative formats and languages and that meetings are held in accessible buildings and at suitable times.