

# Elm Court School



## Equality Policy

This policy outlines the commitment of our school to ensure that equality of opportunity is available to all members of the school community. This means not simply treating everybody the same but understanding and tackling the different barriers which could lead to unequal outcomes for different groups of students and staff in school.

**The Equality Act 2010** introduced a single Public Sector Equality Duty (PSED) (sometimes also referred to as the 'general duty') and extends to certain protected characteristics

- Race
- Disability,
- Sex
- Age (in terms of our role as employer)
- Religion or belief
- Sexual orientation
- Pregnancy and maternity
- Gender reassignment

The Equality Act 2010 into effect in April 2011 bringing all current discrimination laws together as one. All schools have duties to promote race, disability and gender equality. Also schools have a duty to promote community cohesion.

The three aims of the general duty are -

- To eliminate unlawful discrimination, harassment and victimisation by removing or minimising disadvantages suffered by people due to their protected characteristics.
- To advance equality of opportunity between people who share a protected characteristic and those who do not, by taking steps to meet their needs where these are different from those of others.
- To foster good relations between those who share a protected characteristic and those who do not by encouraging participation in activities where it is disproportionately low.

These aims will be met by -

### **Teaching and Learning**

All our students are provided with the opportunity to succeed, and to reach the highest level of personal achievement according to their individual needs.

### **Curriculum**

We provide a creative and practical curriculum for our students tailored to their individual needs.

### **Ethos and Atmosphere**

All staff must work with the students in the school to foster mutual respect between all members of the school community and there should be an 'openness' of atmosphere which welcomes everyone to the school.

### **Language**

We recognise that it is important that at our school that all members of the school community use appropriate language which in particular does not transmit or confirm stereotypes; does not offend; creates and enhances positive images of particular groups identified at the beginning of this document and uses correct terminology in referring to particular groups or individuals.

**ALL members of staff must actively challenge any individual and take appropriate action if this is not adhered to.**

### **English as an Additional Language**

We undertake at our school to make appropriate provision for all EAL/bilingual children/groups to ensure access to the whole curriculum.

### **Personal Development**

All staff take account of disability needs, gender, religious and ethnic differences and the experience and needs of particular groups such as Gypsy Roma and Traveller, refugee and asylum seeker students. All students are encouraged to consider the full range of career opportunities available to them with no discriminatory boundaries placed on them. All students/staff/parents/carers are given support as appropriate when they experience discrimination. We also recognise that the perpetrators of discrimination are themselves sometimes victims of their personal circumstances and therefore where appropriate remedial work is done to ensure that the actions do not occur again. Positive role models and mentoring are used throughout the school to ensure that different groups of students can see themselves reflected in the school community. Emphasis is placed on the value that diversity brings to the school community rather than the challenges

### **Staffing and Staff Development**

We recognise the need for positive role models and distribution of responsibility among staff. This must include students' access to a balance of male and female staff at both key stages. We undertake to encourage the career development and aspirations of all individuals. It is our policy to provide staff with training and development, which will increase awareness of the needs of different groups of students in the various dimensions of equality of opportunity.

### **Staff Recruitment and Professional Development**

We comply with the Local Authority's Recruitment Policy and Procedure. Equalities policies and practices are covered in all staff inductions and all supply staff are made aware of equalities policies and practices that are embedded in current school policies and practices.

### **Harassment and Bullying**

It is the duty of this school to challenge all types of discriminatory behaviour e.g.:

- Unwanted attentions (verbal or physical)

- Unwelcome or offensive remarks or suggestions about another person's appearance, character, race, ability or disability, sexuality, gender (or transgender)

The school has a clear, agreed procedure for dealing with incidents such as these.

### **Responsibility for the Policy**

All staff are responsible for ensuring that they follow this policy, specifically by -

- Dealing with incidents of discrimination and knowing how to identify and challenge bias and stereotyping
- Not discriminating on grounds of race, disability, or other equality issues
- Keeping up to date with equalities legislation by attending training events organised by the school or Local Authority or recognised training provider
- Adhering to all school policies such as Behaviour, Child Protection, Prevention of Extremism and Safeguarding

The Headteacher is responsible for:

- Along with the Governing Body, providing leadership and vision in respect of equality
- Overseeing the implementation of the Equality Policy
- Co-ordinating the activities related to equality and evaluating impact
- Ensuring that all who enter the school are aware of, and comply with, the Equality Policy
- Ensuring that staff are aware of their responsibilities and are given relevant training and support
- Taking appropriate action in response to racist incidents, discrimination against persons with a disability and sexual harassment and discrimination

The Governing Body is responsible for ensuring that:

- The school complies with all equalities legislation relevant to the school community

All staff are responsible for:

- Dealing with incidents of discrimination and knowing how to identify and challenge bias and stereotyping
- Not discriminating on grounds of race, disability, or other equality issues
- Keeping up to date with equalities legislation by attending training events organised by the school or Local Authority or recognised training provider
- Adhering to all school policies such as Behaviour, Child Protection, Prevention of Extremism and Safeguarding

We ensure that the commitments embodied in this policy for equality permeate the full range of our policies and practices.