



## Equalities Policy

**Date of Policy:** September 2019

**Date of Review:** September 2020

**Member of staff with overall responsibility:** Mrs M Brettell

**Management Committee with reviewing responsibility:** Scrutiny Committee

### Aims.

Our single equality policy builds upon the core values and the ethos of the whole school. We recognise our statutory duty to promote equal opportunities in all that we do. This policy is an integral part of our school life.

### Policy Statement

Woolston Brook School is committed to promoting fairness and equality in everything that the school does acknowledging the diversity of all people who make up our school community. Equality involves a fair environment in which everyone can participate and is given the opportunity to achieve. Diversity recognises and values differences between individuals and groups to create a positive and inclusive culture for the benefit of the community of Woolston Brook School. Woolston Brook School believes that every member of the school community has the right to be treated with dignity, understanding, tolerance, respect and fairness and to be in an environment free from abuse, offensive behaviour, prejudice and unfair discrimination.

Unfair discrimination may include harassment, stereotyping, prejudice, bullying and victimisation. This may be direct, where a person is treated less favourably than others would be in similar circumstances, or indirect where a requirement is applied equally to all groups but has a disproportionate affect on the members of one group, because a considerably smaller number of members of that group can comply with it. In seeking to eliminate direct or indirect unfair discrimination and to promote equality of opportunity and fair treatment, Woolston Brook School will actively promote policies and procedures which are aimed at realising the full potential of every individual.

Unfair discrimination will not be tolerated and may constitute a serious disciplinary offence. In extreme cases it may involve a criminal act which will be reported to the police. This policy will ensure that individual people's requirements will be taken into consideration and resources will be maximised to ensure that opportunities are open to all.

This policy and any related procedures will be easily accessible and well publicised on our school website.

## Scope

This policy applies to all aspects of school life. This includes:-

- (a) staff recruitment, staff promotion and staff training
- (b) the curriculum, teaching and learning and class room practice
- (c) pupil admissions and attendance
- (d) pupil attainment and progress
- (e) pupil behaviour, discipline and exclusions
- (f) pupil personal development and pastoral care
- (g) membership of the Governing Body
- (h) partnerships with parents and communities

It is intended to apply to the whole school community including visitors when appropriate.

Woolston Brook School will promote equality of opportunity and eliminate discrimination in particular with regard to:-

- (a) sexual orientation gender or gender reassignment
- (b) marital status or being in a civil partnership
- (c) age
- (d) race, including nationality, ethnic origin, creed or colour.

The school will have a due regard to:-

- eliminate unlawful racial discrimination.
- promote racial equality
- promote good relations between people from different racial groups.

(e) disability The school will have a due regard to:-

- promote equality of opportunity between disabled people and other people.
- eliminate unlawful discrimination and harassment of disabled people that is related to their disability.
- promote positive attitudes towards disabled people.
- encourage participation by disabled people in public life.
- take steps to meet disabled people's needs even if this requires more favourable treatment.
- directly discriminate if it can be justified and reasonable adjustments are not possible.

(f) gender

The school will have a due regard to:-

- promote gender equality and eliminate sex discrimination.

- with employment to consider genuine occupational requirements for a particular quality such as gender may be appropriate.

## **Teaching and Learning**

Woolston Brook School stresses the importance of equality as a dimension of teaching and learning and requires:-

- Education that combats unfair discrimination that may be caused by intolerance or ignorance.
- Education that values diversity and promotes understanding and respect.
- Fairness that is demonstrated by effective communication.
- Prevention of stereotyping and lack of awareness and encouragement of positive attitudes towards the differences of individuals.
- To use its best endeavours to provide equal access to the curriculum for all students.
- To use the resources of the School and the teaching methods to ensure that the needs of students with different backgrounds are taken into account.
- That our school is educationally inclusive and recognises that each student has a voice and we listen and respond appropriately.

## **Responsibilities**

A. The Governing Body will ensure that the school complies with the appropriate legislation and that this policy and any related procedures are implemented.

B. The Headteacher will implement this policy and any related procedures, ensuring that all staff are aware of their responsibilities. The Headteacher will report annually to the Governing Body on the operation and effectiveness of this Policy and in particular on the single equality scheme and its action plan and the accessibility plan.

C. All staff with management roles have additional responsibility ensuring Woolston Brook School's commitment to equality is reflected in:-

- The attitudes and behaviour of staff for whom they are responsible.
- Arranging appropriate training.
- Their willingness to acknowledge and tackle examples of unacceptable behaviour.

D. All staff must:-

- Know how to identify failure to provide equality of opportunities, unfair treatment and unfair discrimination.
- Report any incidents of inequality and discrimination to a member of the Senior Leadership Team.
- Lead by example with their attitude and behaviour.
- Be willing to acknowledge and encourage good practice by people they manage.

E. All staff will undertake appropriate training.

F. Parents, visitors and contractors should where appropriate be made aware of this policy.

G. All members of the School community must recognise that each individual has to uphold the law and the principles of fairness and equality.

### **Monitoring**

Woolston Brook School recognises that genuine equality can only be achieved by monitoring what is actually happening and then using this information to improve future action.

The Headteacher will implement an appropriate action plan necessary for the assessment of this Policy.

### **Breaches of the policy**

All persons who do not comply with this policy may be liable to disciplinary action and/or a complaint being dealt with under the complaints policy of Woolston Brook School. Complaints will be treated with discretion and confidence wherever possible but anonymity cannot be guaranteed