



# Kirkbie Kendal School Academy Trust

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**“Kirkbie Kendal School promotes the safeguarding and welfare of children in its care; all policies support the Child Protection Policy.”**

## Review Sheet

The information in the table below details earlier versions of this document with a brief description of each review and how to distinguish amendments made since the previous version date (if any).

<u>Version</u>	<u>Date</u>	<u>Description</u>
1.0	SLT 22.02.21 PPM 23.02.21	New policy following format suggested by Health & Safety Consultants Kym Allan (Old policy called Single Equality Scheme [no dates in title])
1.1	SLT 15.11.21 PPM 21.02.22	Ongoing year on year changes to Part 2, School Profile
1.2	SLT 22.05.23 PPM 25.05.23	Ongoing year on year changes to Part 2, School Profile Part 3 Action Plan due for review in 2024
1.3	SLT13.05.24 PPM 23.05.24	Minor updates made in line with Kym Allan 'Equality Policy and Objectives and Action Plan

# KIRKBIE KENDAL SCHOOL ACADEMY TRUST

## SINGLE EQUALITY STATEMENT

To meet the requirements of the Public Sector Equality Duty, this school is required to consider how our policies, practices and day-to-day activities impact on students and staff. We are required to have 'due regard' to the need to:

- Eliminate unlawful discrimination, harassment and victimisation;
- Advance equality of opportunity;
- Foster good relations.

At Kirkbie Kendal School (hereinafter referred to as 'the school'), we are committed to ensuring equality of education and opportunity for all students, staff, parents and carers receiving services from our school, irrespective of race, gender, disability, faith or religion or socio-economic background. We aim to develop a culture of inclusion and diversity in which all those connected to our school feel proud of their identity and can participate fully in school life.

We have taken an organisational approach and have ensured that all equality strands are part of the work of our school, particularly in relation to creating policy and practice around both delivery of our service and employment but also in relation to other functions such as setting budgets and making appointments.

The achievement of students will be monitored by race, gender and disability and we will use this data to support students, raise standards and ensure inclusivity. We will tackle discrimination by the promotion of equality, challenging bullying and stereotypes and creating an environment which champions respect for all. We believe that diversity is a strength, which should be respected and celebrated by all those who learn, teach and visit here.

The Single Equality Scheme (SES) to which this Statement relates also highlights how our school has worked with and listened to the staff, students, parents and carers to inform development of objectives and the need and commitment required to ensure the Scheme is a success. This is underpinned by a commitment to promoting positive relationships and understanding between all groups within our school community.

The SES sets out how students with the following protected characteristics will be protected in our school from harassment and discrimination:

- Disability
- Gender
- Race
- Religion and belief
- Sexual orientation
- Gender reassignment
- Pregnancy and maternity

This Scheme extends, however, to cover all aspects of vulnerability, including those associated with socio-economic factors (e.g. students from low income families), Children Looked After and those with Child Protection plans.

As well as delivering high quality services to our students, the school is also committed to being a good employer and as such the Scheme outlines how we meet our duties in terms of recruitment and selection practices. We are committed to be fully inclusive of all community users, including parents. As such, the Scheme therefore also sets out how we will work to overcome discrimination related to the other protected characteristics:

- Age
- Being married or in a civil partnership.

## **PART 1 - SINGLE EQUALITY SCHEME**

### **Aims of the Single Equality Scheme**

- To articulate this school's commitment to equality which permeates all school Policies and practices
- To ensure that everyone who belongs to, or comes into contact with, our school community is valued and respected
- To promote equality of opportunity and eliminate unlawful discrimination, harassment or victimisation
- To comply with statutory duties under equalities legislation in one document

### **Purpose of the Equality Scheme**

This Equality Scheme is our school's response to the specific and general duties in the current equality legislation, which has been brought together under the Equality Act 2010 (see Appendix A). It is an attempt to capture how we are systematically establishing and implementing good practice in equality and diversity

This Equality Scheme sets out how we will:

- develop and review the Scheme and our objectives with appropriate timescales for the future
- eliminate discrimination
- eliminate harassment or victimisation related to any aspect of social identity or diversity;
- promote equality of opportunity;
- promote positive attitudes to all aspects of social identity and diversity;
- encourage participation by disabled people and people representing different aspects of social identity in public life;
- take steps to take account of difference even where that involves treating some people more favourably than others;
- take proportionate action to address the disadvantage faced by particular groups of students.

### **Planning to Eliminate Discrimination and Promote Equality of Opportunity**

This Scheme is underpinned by the core belief that all children and young people belong to their local community and share the same rights to membership of that community and a quality education. An Action Plan linked to our objectives accompanies this Equality Scheme which identifies what we will be doing over the coming year and beyond to make our school more accessible to the whole community, irrespective of background or need. (See Part 3).

It encompasses our duties to promote positive outcomes in relation to race, gender and disability, but also identifies actions to address other social identities. It encompasses our anticipatory duties to plan ahead for the reasonable adjustments (reasonable and proportionate steps to overcome barriers that may impede some students) we need to make to be best placed to help disabled students or visitors who come or may come to our school.

The objectives and action plan complement and refer to the school's Accessibility Plan as it sets out how we will increase access to education for disabled students, alongside other protected groups, in the following three areas:

- increasing the extent to which disabled students can participate in the school curriculum;
- improving the environment of the school to increase the extent to which disabled students can take advantage of education and associated services;
- improving the delivery to disabled students of information which is provided in writing for students who are not disabled.

The action plan is reviewed annually, and progress towards the equality objectives within it is reported on regularly to the Governing Body. Equality objectives have been identified through consultation with key stakeholders including students, parents, Governors, staff and others in the community.

Our Single Equality information report and our objectives are understood and implemented by all staff and are published on the school website. It will be made available in different formats and in different languages on request to the school office.

## **Roles and Responsibilities for Implementing the Single Equality Scheme**

### ***The Governing Body***

The Governing Body will:

- ensure that our school complies with all relevant equalities legislation;
- recommend all governors receive up-to-date training in all equalities duties;
- designate a governor with specific responsibility for the Single Equality Scheme;
- draw up, publish and implement our school's equality objectives;
- establish that the action plans arising from the Scheme are part of our School Development Plan;
- support the Head teacher in implementing any actions necessary;
- ensure that people are not discriminated against when applying for jobs at our school on grounds of race, gender, disability, faith/religion, age, gender reassignment etc.
- take all reasonable steps to ensure that our school environment gives access to people with disabilities, and strive to make school communications as inclusive as possible for parents, carers and students;
- welcome all applications to join our school, whatever a child's socio-economic background, race, gender, disability, faith/religion etc.;
- ensure that no child is discriminated against whilst in our school because of their race, gender, disability, faith/religion etc.;
- inform and consult with parents about the Scheme;
- evaluate and review the information supporting the Scheme annually;
- evaluate the objectives and action plan/school development plan at least every 4 years.

### ***The Head teacher (or Senior Leader responsible for equalities):***

The role of the Head teacher or other senior leader is to:

- ensure that staff and parents are informed about the Single Equality Scheme;
- ensure that staff understand the broad legal definition of disability;
- ensure that the Scheme is implemented effectively;
- manage any day-to-day issues arising from the Scheme whether for students, for our school as an employer or for our local community;
- ensure staff have access to training which helps to implement the Scheme;
- monitor the Scheme and report to the Governing Body at least annually, on the effectiveness of the Scheme, Objectives and Action Plan;
- ensure that the SLT are kept up to date with any development affecting the Scheme/action plan arising from the Scheme;
- provide appropriate support and monitoring for all students and specific and targeted students to whom the Scheme has direct relevance, with the assistance from relevant agencies;
- ensure that all appointments panels give due regard to this plan, so that no one is discriminated against when it comes to employment or training opportunities;
- promote the principle of equal opportunity when developing the curriculum, and promote respect for other people and equal opportunities to participate in all aspects of school life;
- treat all incidents of unfair treatment and any incidents of bullying or discrimination, including racist incidents, with due seriousness and in accordance with the Whole School Behaviour Policy and procedures;
- report any incidents of racism in accordance with the Equality Act;
- deal with complaints of discrimination and harassment speedily and notify complainants of the outcome and actions taken;
- in the event of expectations not being met, ensure action is taken in accordance with the status of those involved e.g. student, member of staff, volunteer etc.

## **All Staff: teaching, non-teaching and other adults involved with our school**

All staff, both paid and unpaid are required to:

- accept that this is a whole school issue and support the Single Equality Scheme;
- be aware of the Single Equality Scheme and how it relates to them;
- keep themselves up-to-date with relevant legislation and attend school organised training and information events;
- make known any queries or training requirements;
- ensure that all students are treated fairly, equally and with respect, and maintain awareness of our school's Equality Scheme and objectives;
- strive to provide material that gives positive images based on race, gender and disability, and challenges stereotypical images;
- ensure that students from all protected groups are included in all activities and have full access to the curriculum;
- promote equality and diversity through teaching and through relations with students, staff, parents, and the wider community;
- know how to deal with incidents of concern, and how to identify and challenge bias and stereotyping;
- know procedures for reporting incidents of racism, harassment or other forms of discrimination.

### **Students:**

Students will:

- be involved in the development of the Scheme and will understand how it relates to them, appropriate to age and ability;
- be expected to act in accordance with any relevant part of the Scheme;
- experience a curriculum and environment which is respectful of diversity and difference and prepares them well for life in a diverse society;
- understand the importance of reporting discriminatory bullying and racially motivated incidents;
- ensure the peer support programme within our school promotes understanding and supports students who are experiencing discrimination.

## **School Aims Statements**

### **Staffing and Employment**

We comply fully with legislation which protects our staff (including teachers, teaching assistants, supervisors, student teachers) and other adults working in our school, from discrimination based on the protected characteristics. To do this we will:

- ensure that our staff are trained to help them understand their equality duties and/or the differing needs of protected groups within our school community and have mechanisms in place to identify areas for development;
- consider such reasonable adjustments as are necessary to prevent a disabled person being at a substantial disadvantage in comparison with people who are not disabled;
- monitor recruitment and retention;
- invest in continued professional development opportunities for all staff;
- make efforts to ensure that the diversity of our workforce reflects that of our local community and wider society;
- not enquire about the health of an applicant until a job offer has been made or require job applicants to complete a generic 'all encompassing' health questionnaire as part of the application procedure unless the questions are specifically related to an intrinsic function of the work – for example ensuring that applicants for a PE teaching post have the physical capability to carry out the duties;
- ensure the safety and well-being of our staff and take seriously and act on incidents of harassment and discrimination recognising that our staff may be either victims or perpetrators.

## ***Students' Attainment and Progress***

We expect the highest possible standards. Staff have high expectations of all students and continually challenge them to reach higher standards.

The school recognises and values all forms of achievement. We will monitor and analyse student performance by ethnicity, gender, disability and special educational need and social background. Any disparities which are identified will be addressed through targeted curriculum planning, teaching and support.

## ***Curriculum Development and Delivery***

We aim to provide all our students with the opportunity to succeed, and to reach the highest level of personal achievement. To do this, we will:

- use contextual data to improve the ways in which we provide support to individuals and groups of students;
- monitor achievement data by ethnicity, gender and disability and action any gaps;
- encourage students to become independent and assist them in taking responsibility for the management of their own learning and behaviour;
- take account of the achievement of all students when planning for future learning and setting challenging targets;
- ensure equality of access for all students and prepare them for life in a diverse society;
- use materials that reflect the diversity of the school, population and local community in terms of race, gender and disability, without stereotyping;
- promote attitudes and values that will challenge racist and other discriminatory behaviour or prejudice;
- provide opportunities for students to appreciate their own culture and celebrate the diversity of other cultures;
- promote activities that celebrate our common experience as well as those that recognise diversity generally and foster understanding and respect for the culture and faith of all our students and their families;
- use self-assessment as a teaching-learning strategy, and we will provide all students with opportunities to take responsibility for their own learning through regular reflection and feedback on their progress;
- seek to involve all parents and carers in supporting their child's education;
- encourage classroom and staffroom discussion of equality issues which reflect on social stereotypes, expectations and their impact on learning.

## ***Student Welfare and Pastoral Care***

We aim to promote the health, safety and welfare of all the children and staff providing a caring and supportive pastoral system that takes account of their needs. To do this we will:

- develop and continually review a Health, Safety and Welfare Policy document;
- ensure that the details of this Scheme are shared with all staff both teaching, non-teaching and ancillary staff;
- expect all staff and volunteers working in the school to foster a positive atmosphere of mutual respect and trust among boys and girls from all ethnic groups and range of abilities;
- challenge stereotypes and foster students' critical awareness and concepts of fairness, enabling them to detect bias and challenge inequalities;
- take account of religious, cultural and ethnic differences, special educational needs, disability and the experiences and needs of all students, throughout our pastoral support;
- provide appropriate support for students learning English as an additional language and encourage students to use their home and community languages to enhance their learning;
- give appropriate support (using external agencies where required) to victims of harassment and bullying. The perpetrators are dealt with in line with the Whole School Behaviour Policy and are provided with relevant support to consider and modify their behaviour;

- ensure that guidance and support for students is delivered in a way that does not discriminate against students with the unseen (visual, hearing, mobility, cognitive and prone to seizure) impairments;
- ensure that students who are pregnant or have recently had a baby are supported and have access to education;
- ensure that appropriate and discreet facilities are available for those students who require personal or intimate care to protect their dignity and foster respect for their individual needs;
- ensure that staff are empowered to raise any concerns with the Senior Management Team relating to their health, safety and welfare by promoting well-being strategies among staff and in their respective groups.
- expect any work experience providers to demonstrate their commitment to equality, including disability, gender, race, faith/religion, gender reassignment etc.

### ***The Quality of Provision – Curriculum and Other Activities***

We aim to provide an appropriate curriculum for students of all backgrounds. To do this we will:

- monitor and evaluate its effectiveness through target setting and attainment analysis;
- ensure that all students participate in the mainstream curriculum of the school;
- develop and continuously monitor a curriculum which builds on students' starting points and is differentiated appropriately to ensure the inclusion of:
  - boys and girls
  - students learning English as an additional language
  - students from minority ethnic groups, including Gypsies and Travellers
  - students who are gifted and talented
  - students who are pregnant or who have recently given birth
  - students who are undergoing gender reassignment
  - students with special educational needs
  - students with a disability
  - students who are looked after by the Local Authority
  - students who are at a risk of disaffection and exclusion
  - lesbian, gay or questioning young people
  - students who are the subject of child protection plans
- ensure that each area of the curriculum is planned to incorporate the principles of equality and to promote positive attitudes to diversity. All subjects contribute to the spiritual, moral, social and cultural development of all students;
- deliver a curriculum which reflects and values diversity. It encourages students to explore bias and to challenge prejudice and stereotypes;
- ensure extra-curricular activities and special events e.g. school performances, cater for the interests and capabilities of all students and take account of parental preferences related to religion and culture;
- ensure educational visits and excursions take account of the capabilities of all students including both physical and cognitive disabilities and cultural differences;
- make use of web-based technologies (web sites and the Google Classroom) to support a high quality learning and teaching experience. This is delivered to all our students irrespective of disability (e.g. visual, hearing, mobility, cognitive and prone to seizure impairments).

### ***Behaviour and Attendance***

We expect high standards of behaviour from all students as appropriate for their developmental level, all staff and others who are working or connected with the school. Details of these expected standards are set out in the Whole School Behaviour Policy.

Through our school ethos and curriculum, we want our students to understand better the diversity that exists in society. We want to provide opportunities for them to explore the subtleties and complexities to prevent and respond to incidents and situations. We will address the experience, understanding and needs of the victim, the perpetrator, bystanders and the wider school community through our actions and responses. To ensure that the Whole School Behaviour Policy and associated policies are equitable, we:



- have procedures for disciplining students and managing behaviour that are fair and applied equally to all. All staff are expected to operate consistent systems of rewards and sanctions;
- recognise that cultural background and disability may affect behaviour. Our school takes this into account when dealing with incidents of unacceptable behaviour;
- recognise that hate incidents or prejudice-based bullying behaviour is driven by negative assumptions, stereotypes or misinformation. These are then directed against an individual or group, based on difference (real or perceived), and linked to, for example, racism, homophobia, negative views of disabled people or sexism. We will act to prevent, challenge and eliminate any such behaviour;
- have clear procedures in place so that all forms of bullying are dealt with promptly, firmly and consistently. All forms of harassment are recorded, monitored and dealt with in line with relevant school procedures;
- ensure that all staff are trained to deal effectively with bullying of all types, racist incidents, racial harassment and prejudice and are offered support in handling such matters;
- encourage staff to explore their own views and attitudes to difference and to monitor their practice in relation to this Scheme. Adults in school take care to lead through example, demonstrating high expectations of all students;
- will take steps to ensure that students, staff and parents are aware of Policies and procedures for dealing with harassment. They know that any language or behaviour, which is extremist, racist, sexist, homophobic or potentially damaging to any minority group, is always unacceptable;
- provide information and advice on attendance and exclusion to parents/carers in accessible formats such as relevant community languages and large print;
- have strategies in place to reintegrate long-term non-attenders and excluded students, which address the needs of all students;
- ensure that families are aware of their rights and responsibilities in relation to student attendance and absence and that cases are always followed up in a way that takes account of cultural issues or matters relating to a child's disability;
- make provision for leave of absence for religious observance, for staff as well as students;
- monitor attendance by gender, ethnicity and special educational need. Background is also considered. Action is taken to address any disparities between different groups of students;
- will fully support children with long-term medical needs who may have an erratic attendance because they are in and out of hospital or not well enough to attend school on a regular basis;
- expect full-time attendance of Traveller and Gypsy students whilst they are on the roll of the school.

### ***Partnership with Students, Parents, Carers and the Wider Community***

We have established good links with our local and wider community. We welcome them into our school. From them, we learn about quality issues outside school and can establish mechanisms for addressing them within school.

Participation is based on information gained about representation of different groups. We aim to do this as fully as possible whilst recognising issues of sensitivity in relation to the different protected characteristics. We take steps to ensure disabled children, young people and their parents are involved as is their entitlement. To do this we will:

- involve stakeholders including students, staff, parents and other users of the school in relation to all equalities duties;
- take into account the preferred means of communication for those with whom we are consulting e.g. translated materials or interpretation facilities for disabled people or those for whom English is an additional language or are newly arrived in this country;
- include representation from the widest range of relevant groups that we can reasonably achieve;
- monitor parental involvement and have strategies to raise participation of under-represented groups of parents and sections of the community. Information and meetings for parents are made accessible for all;
- progress reports to parents are clearly written and free from jargon to encourage participation in their child's education. Where necessary, information is available in languages and formats other than English. Parents with a disability or with learning difficulties will be able to access school's information;

- parents are fully involved in the school-based response for their child with special educational needs, understand the purpose of any intervention or programme of action and are told about the parent partnership service when SEND is identified;
- encourage participation of under-represented groups in areas of employment e.g. through work experience placements;
- ensure that any informal events which we may hold are designed to include the whole community and at times may target minority or marginalised groups;
- work in partnership with parents and the community to address specific incidents and to develop positive attitudes to difference;
- ensure that the school's premises, grounds and facilities are equally available and accessible for use by all groups within the community.

### ***Leadership and Management***

We have a clear admissions policy and procedures which are in line with those issued by Westmorland and Furness LA. Our aim is to ensure that our admission process is fair and equitable to all students. We will also ensure that our employment practices reflect equality and diversity. To do this we will:

- not discriminate against a disabled student in the arrangements we make for determining admission;
- admit students with already identified special educational needs. Students with statements of special educational needs will always be admitted unless, through the statutory assessment process, it is demonstrated that the student's inclusion would be incompatible with the efficient education of other children;
- gather comprehensive information about students' ethnicity, first language, religion, physical needs, diet etc. either via the admissions form or at the admissions interview;
- adhere to recruitment and selection procedures which are fair, equitable and in line with statutory duties of the Governing Body/LA;
- will take steps to encourage people from under-represented groups to apply for positions at all levels in the school and ensure recruitment and selection processes are monitored;
- ensure that everyone associated with the school is informed of the contents of this policy. All staff and visitors must support the ethos of the school, promoting equality and challenging bias and stereotyping wherever they observe it;
- ensure that staff training continually highlights equality issues. Equality is incorporated into the induction programme for new staff;
- recognise and value the skills of all staff, including non-teaching and part-time staff. All staff are given status and support and are encouraged to share their knowledge.
- ensure that staff handbooks and regular professional development activities are available for all staff members to support their practice in relation to this policy;
- ensure that resources and displays in our school reflect the experience and backgrounds of students, promote diversity and challenge stereotypes. They are reviewed regularly to ensure that they reflect the inclusive ethos of the school e.g. the inclusion of images relating to minority ethnic and Gypsy and Traveller children; displays to be positioned at eye level, etc.

### ***Linguistic Diversity***

We recognise and celebrate the linguistic diversity in British society. We look for opportunities to enrich the curricular experience of all our students by:

- highlighting how English has borrowed from other languages;
- raising awareness of the similarities and differences between English and other languages;
- reflecting the multilingual nature of wider society in our resources and displays;
- acknowledging the differences in syntax with non-spoken forms of English e.g. British Sign Language.

## ***Gender Equality***

We are committed to combating sex discrimination and sexism and promoting the equality of women and men. We welcome the requirements of the Gender Equality duty and this section sets out our commitment to meeting the duty. We will give due regard to the need to:

- eliminate unlawful discrimination and harassment on the grounds of sex, including domestic violence, sexual violence, bullying and exploitation;
- promote equality of opportunity between women and men in all our functions;
- recognise that society has stereotypes for both women and men, and both women and men can lose opportunities because of these stereotypes;
- be aware that staff with caring and domestic responsibilities may need to work part-time or flexible working hours;
- work in partnership with other agencies to eliminate sexual harassment, domestic violence and other hate crimes;
- ensure the rights, under the Gender Recognition Act 2003, of transgender people (who have Gender Recognition Certificates).

## ***Admissions and Exclusions***

Our admissions arrangements are fair and transparent, and do not discriminate on race, gender, disability or socio-economic factors.

Exclusions will always be based on the school's Whole School Behaviour Policy. We will closely monitor exclusions to avoid any potential adverse impact and ensure any discrepancies are identified and action taken to eliminate these. In addition, we will:

- monitor exclusions by gender, ethnicity and special educational need. Background is also considered. Action is taken to address any disparities between different groups of students;
- take all reasonable steps to prevent the exclusion of a student for a reason related to any disability they may have.

## PART 2

### Kirkbie Kendal School

#### 1. Our School Profile

Kirkbie Kendal School is an 11-18, co-ed, non-denominational, comprehensive school serving the town of Kendal and the surrounding area. We converted to an Academy in 2011. We have 1049 students on roll, with a boy to girl ratio of 50.7%/49.3%.

We are a successful school and are currently over-subscribed. We have several vulnerable groups including those with special educational, learning and medical needs. We have 21 students with an EHCP (2% of the school population). 16.21% re registered as having SEN status; 18.40% as having SEN needs. 14.11% of our students are eligible for the Pupil Premium; 12.77% are eligible for Free School Meals. 2.38% of students have English as an additional language.

The vast majority of students come from the primary schools in our catchment area of Kendal and the villages of Old Hutton and Natland. We do draw some students from further afield, for example Windermere. Recruitment procedures are followed.

We have approximately 70 teaching staff and 50 support staff. KKS handles its own admissions. When we are made aware of students who are joining the school with disabilities, we arrange to meet both the student and the parents and involve professionals from the Local Authority and the Health Authority to ensure that any adjustments required to the school building are made in readiness for the student starting school. Part of the school has fully ramped access and the main building is level throughout, enabling access to wheelchair users. Our reception area is accessible to disabled people via an alternative entrance. We have one disabled toilet which also contains an adjustable changing bed for use by those students who need personal care whilst at school.

Information for parents and others is provided in written and verbal form. All information is offered in alternative formats on request.

#### 2. Planning to eliminate discrimination and promote equality

Our Equality Objectives Action Plan identifies what we will be doing over the coming year and beyond to make our school more accessible to the whole community, irrespective of background or need. We prepare this plan through consultation with key stakeholders including students, parents & carers, governors, staff, and others in the school community.

In order for us to assess and make reasonable adjustments and proportionate steps to overcome barriers that may impede some people, we also have an Accessibility Plan (published on the school website) which specifically focuses on how we will improve equality of access to:

- education for students with disabilities;
- work for employees with disabilities;
- work or a family life for visitors and other members of our school community;
- other user groups who access our building.

We publish them together because they overlap and we want to make sure we are meeting our duties to promote positive outcomes in relation to disability, and actions to address other social identities.

Progress towards our Equality Objectives and the Accessibility Plan is reported on regularly to the Governing Body and reviewed annually. We publish an updated Equality Information Report annually about diversity in our school and how we are doing against our Equality Objectives.

We take steps to ensure our Equality Information Report and our Objectives are understood and implemented by all staff and are published on the school website. They will be made available in different formats and in different languages on request to the school office.

In line with DfE guidance on what we must or should publish on the school website, we will consider collecting and publishing governing board members' diversity data so that such information is widely accessible to members of the school community and the public.

### **3. Advancing equality of opportunity between different groups**

#### **3.1 Disability Equality**

Our commitment to achieving equality of opportunity for students with disabilities, their families, school staff, and other school users has a number of objectives:

We will promote equality for people with disabilities by:

- removing barriers to accessibility of education, employment services, information and buildings;
- encouraging good practice by our partners by giving relevant advice or instructions
- ensuring we take their needs into account when procuring goods and services from our providers;
- promoting positive images of people with disabilities
- challenging patronising or discriminating attitudes;
- making the environment as safe as possible for and challenging antisocial or bullying behaviour against, or harassment of, disabled students, staff and families.

We plan to increase access to education for disabled students by:

- increasing the extent to which disabled students can participate in the school curriculum;
- increasing the inclusion of positive images of disabled people across the curriculum;
- improving the environment of the school to increase the extent to which disabled students can take advantage of education and associated services;
- improving the delivery of information to disabled students, to the standard of which is provided in writing for students who are not disabled.

We welcome the requirements of the Disability Equality duty and this section sets out our commitment to meeting the duty. Our policy shows how we promote disability equality across all areas of the school, to disabled students, staff, parents, carers and other school users.

#### **3.2 Racial Equality Duty and Community Cohesion**

We recognise that people of Black, Asian and Minority Ethnic (BAME) people experience discrimination based on colour, race, nationality, religion and ethnic origin. Racial harassment and violence is one of the most serious consequences of racism, damaging people emotionally and physically and limiting life choices and opportunities.

The school will take all necessary measures to prevent and tackle racial harassment and assist BAME people to live in freedom from harassment and to feel safe as they enjoy and achieve throughout their education or working life at our school, we will take steps to:

- keep accurate records of all ethnic and faith groups, their backgrounds and needs and how we respond to them;
- encourage dialogue between different racial groups on the appropriateness of our educational provision;
- prevent racial discrimination, and to promote equality of opportunity and good relations between members of different racial, cultural and religious groups;
- encourage students and their families of all ethnic groups to participate fully in all aspects of school life;

- use our support for the voluntary and community sector to promote good race relations;
- counter myths and misinformation that may undermine good community relations;
- ensure our school staff and other adults working in our school, students and their families as well as our partners and the wider community fully understand the principles of good race relations.

### 3.3 Sex and gender reassignment equality

We are committed to combating sex discrimination and sexism and promoting the equality of women, men, boys and girls.

We are also committed to ensuring the rights under the Equality Act of people undergoing gender reassignment (defined as applying to anyone who is proposing to undergo, is undergoing, or has undergone a process or part-process, for the purpose of reassigning their sex by changing physiological or other attributes). This means that in order to be protected under the Act, students or staff will not necessarily have to be undertaking a medical procedure to change their sex but must be taking steps to live in the opposite gender or proposing to do so. So far, the law has not acknowledged non-binary or genderless individuals, but we want to act appropriately to safeguard and include all members of our communities.

We will give due regard to the need to:

- eliminate unlawful discrimination, harassment, and victimisation on the grounds of sex or gender reassignment, including domestic violence, sexual violence, bullying, and exploitation;
- promote equality of opportunity between women and men in all our functions;

In relation to your school, set out briefly:

- How you gather monitoring information about the sexes
- Your targets for student achievement by sex
- How you address gender stereotyping in subject choices, careers advice and work-related learning
- The results of the Single Status equal pay Policy for your school in relation to sex
- How issues around gender-based violence and domestic violence are tackled and how the needs of victims are assessed and met
- How you provide classroom-based lessons on issues around sex and gender identity including about gender-based violence like sexual bullying and sexual exploitation
- How you respond to information children receive from the internet, films, TV and other media where women are more often portrayed in a derogatory manner.

### 3.4 Religion and Belief Equality Duties

We recognise that people can face discrimination because of attitudes in society towards religion, faith, or belief they hold of faith community they belong to. Faith-based hate crime has a character that is distinct from race-based hate crime. We also recognise that a person's religious (or similar) beliefs may mean that they have different needs, demands and expectations, which require flexibility. We understand this means we must assess the impact that our policies, functions, and procedures have on promoting equality for people based on their religion, belief or non-belief.

### **3.5 Sexual Orientation Equality**

We are committed to combatting unlawful discrimination, harassment and victimisation faced by people who are lesbians, gay, bisexual, transgender or questioning (LGBTQ+). We aim to ensure equality of opportunity in education, services, and employment.

We will respect the rights of individuals to be open about their sexual orientation, tackle homophobia, challenge stereotyping and improve knowledge about LGBTQ communities, both inside the community and across the wider society.

Our school recognises the need to protect students from unlawful discrimination and harassment on grounds of sexual orientation as required by the Equality Act 2010. We are committed to taking a proactive approach to preventing all forms of homophobia within the school and will assess the impacts of our policies, functions and procedures on promoting sexual orientation equality as part of the Equality Impact Assessment process.

We will deal with complaints of discrimination and harassment speedily and according to LA and national guidelines and notify complainants of the outcome and actions taken.

### **3.6 Pregnancy and Maternity Equality**

This school is committed to ensuring that staff who are pregnant or have recently given birth are protected from both direct and indirect discriminatory practices, disadvantage and unfavorable treatment. We are also committed to ensuring students are protected from discrimination as entitled if they:

- are or have been pregnant;
- have given birth and unfavourable treatment occurred within 26 weeks of and including the day of the birth;
- are breastfeeding and unfavourable treatment occurs within 26 weeks of the birth as above;
- experienced a still birth, as long as the pregnancy reached 24 weeks;

To ensure students who are pregnant or have recently given birth or have experienced a still birth are protected from discriminatory practices, this school will not exclude them purely on the grounds of pregnancy and will provide up to 18 calendar weeks of authorised absence immediately before and after the birth to help reintegrated the student into education as quickly as possible.

### **3.7 Equal opportunities for staff**

This section deals with aspects of equal opportunities relating to staff. We are committed to the implementation of equal opportunities principles and the monitoring and active promotion of equality in all aspects of staffing and employment.

- All staff appointments and promotions are made on the basis of merit and ability and in compliance with the law.
- We are also concerned to ensure wherever possible that the staffing of the school reflects the diversity of our community.
- As an employer we strive to ensure that we eliminate discrimination and harassment in our employment practice and actively promote equality across all groups within our workforce.
- We respect the religious beliefs and practice of all staff, students and parents, and comply with reasonable requests relating to religious observance and practice.
- We ensure that all staff, including support and administrative staff, receive appropriate training and opportunities for professional development, both as individuals and as groups or teams.

## **4. Roles and responsibilities**

We expect all members of the school community and visitors to support our commitment to promoting equalities and meeting the requirements of the Equality Act. We will provide training, guidance, and information to enable them to do this.

### **4.1 The Governing Body**

The Governing Body will:

- ensure our school complies with all relevant equalities legislation;
- undertake relevant and up-to-date training in relation to our equality duties;
- designate a governor with specific responsibility for the Equality Policy and action plan;
- draw up, publish and implement our school's equality objectives;
- establish our Equality Objectives Action Plan as part of our School Development Plan;
- support the Head Teacher in implementing any actions necessary;
- ensure people are not discriminated against when applying for jobs at our school on grounds of a protected characteristics (disability, race, sex, gender reassignment, sexual orientation, pregnancy & maternity, age, marriage & civil partnership, and religion or belief, including lack of belief).
- take all reasonable steps to ensure our school environment is accessible to people with disabilities, and strive to make school communications as inclusive as possible for parents, carers and students;
- welcome all applications to join our school, whatever a child's socio-economic background, race etc.;
- ensure that no child is discriminated against whilst in our school because of their sex, disability etc.;
- inform and consult with parents, carers and the wider school community about the Policy;
- evaluate and review the information supporting the Policy annually;
- evaluate the objectives and action plan/school development plan at least every 4 years.

### **4.2 The Head teacher/senior leader responsible for equality**

The Head teacher/senior leader [delete as applicable] responsible for equality will take steps to ensure:

- staff and parents are informed about the Equality Policy, objectives, and action plan;
- staff understand the broad legal definition of disability;
- the Policy is implemented effectively;
- they manage any day-to-day issues arising from the Policy whether for students, for our school as an employer or for our local community;
- staff have access to training which helps implement the Policy;
- they monitor the Policy, objectives and action plan and report to the Governing Body at least annually, on their effectiveness;
- the SLT are kept up to date with any developments which affect the Policy or action plan;
- appropriate support and monitoring is in place for all students and specific and targeted students under the Policy, with assistance from relevant agencies;
- all appointments panels give due regard to this plan, so that no one is discriminated against when it comes to employment or training opportunities;



- the principles of equal opportunity are promoted when developing the curriculum, respect for other people, and equal opportunities to participate in all aspects of school life;
- all incidents of unfair treatment and any incidents of bullying or discrimination, including racist incidents, are appropriately recorded, and treated with due seriousness and in line with the Whole School Behaviour Policy and procedures;
- complaints of discrimination, harassment, or victimisation are dealt with speedily and complainants are notified of the outcome and actions taken;
- appropriate action is taken according to who is being affected e.g., student, member of staff, volunteer etc. in the event of equality expectations not being met.

#### **4.3 All staff: teaching, non-teaching and other adults involved with our school**

All staff, both paid and unpaid are required to:

- understand and accept that equality is a whole school issue and support our Equality Policy and objectives;
- be aware of the Equality Policy and objectives and how they relate to them and their work;
- keep themselves up to date with relevant legislation and attend any training/information events;
- ask for support if they have questions or need training;
- ensure all students are treated fairly, equally (or equitably e.g., giving more or less support than to others to achieve the same aims), and with respect;
- strive to include materials that provide positive images, especially based on race, sex, and disability and that challenge stereotypical images;
- ensure that all students with a protected characteristic are included in all activities and have full access to the curriculum;
- promote equality and diversity through teaching and our relationships with students, staff, parents, and the wider community;
- understand how to deal with incidents of concern, and how to identify and challenge bias and stereotyping;
- know our procedures for reporting incidents of racism, harassment, or other forms of discrimination.

#### **4.4 Students**

Students are expected, and will be supported, to:

- be involved in the development of the Policy to help them understand how it relates to them in an age or ability appropriate way;
- act in accordance with any relevant part of the Policy;
- experience a curriculum and environment which is respectful of diversity and difference and prepares them well for life in a diverse society;
- understand the importance of reporting discriminatory bullying and racially motivated incidents;
- help us ensure our peer support programme promotes understanding and supports students who are experiencing discrimination.

### **5. Disseminating, monitoring and reviewing the Policy**

This Equality Policy along with the Equality Objectives and data is available:

- on the school website.

- as paper copies in the school office.
- in the staff handbook.
- on display for visitors, including parents and carers.

It can also be made available in other formats e.g., another language, or braille.

We update and re-publish our Equality Policy as necessary, our school profile and objectives annually to account for the September intake or staffing changes and how they affect diversity in school, and the action plan no less than every 4 years. We will also review our action plan in brief annually in light of any new objectives to ensure our longer-term goals remain relevant.

We publish copies of other relevant Policies and guidance, including those on behaviour, anti-bullying, and special educational needs, on our school website.

## **6. Complaints**

If a member of the public feels that they have suffered discrimination, harassment or victimisations from his school because of their protected characteristics i.e race (including nationality, ethnic group, regional or national origin) sex, gender reassignment, sexual orientation, age, marital or civil partnership status, pregnancy or maternity, disability, or religion or belief (including lack of belief) they should report it using our normal School's Complaints Procedure.

Complaints by staff will be dealt with under the Grievance Procedure, as appropriate.

We take all complaints seriously and will take appropriate action to eliminate discriminatory behaviour We will monitor complaints to help establish whether we are meeting our equality duties and report regularly to the Governing Body on complaints made and action taken.

## Part 3 – Equality Objectives – 2024-2028

### Equality Objectives Plan

Link to Public Sector Equality Duty	Protected Characteristic/ Equality Group	Aim	Objective	Target Group (s): eg whole school, girls, boys, SEN, staff etc.	Action	Who's responsible ?	Dates from and to	Indicator of Achievement
All aims of duty	All	To increase student, staff and governor awareness of legal and human rights and the responsibilities that underpin society	For students to understand they have rights, how they can exercise their rights and understand how rights link to responsibilities	All students and staff	To increase awareness of the School Single Equality Scheme across all groups within school and how it affects everyone	Senior Leadership Team, staff and Governors	May 24 - 28	Students, staff and Governors are aware of the school's objectives and action plan (age appropriate)
All aims of duty	All	All staff receive CPD on the school's arrangements to promote equality in the context of their job role (e.g. mid-day supervisory – positive ethos and preventing/managing incidents. Teachers – curriculum and teaching and learning strategies)	School staff can identify the specific actions and behaviours needed to promote equality in the context of their job role and the impact of this assessed as part of the overall review of policies, procedures & practices in school	Whole school	Identify either in-school or external training providers who will assist with different or alternative strategies.  Identify any gaps using gap analysis tools	SLT	May 24-28	Evaluations of CPD indicate an increase in staff confidence and competence.  Observations of teaching and learning include strategies to promote equality and narrow the gap outcomes
All aims of duty	All	Improve displays and other images in the school to reflect and promote diversity in terms of the equality groups	For students to have positive visual images throughout their education which show and promote diversity	All staff, students and visitors	Ensure that displays in classrooms and corridors promote diversity in terms of race, gender and ethnicity  Ensure curriculum promotes role models and heroes that young people can identify with, which reflects the school's diversity in terms of the equality groups.	All staff	May 24-28	More diversity reflected in school displays across all year groups. Increase in students' participation, confidence and achievement levels

All aims of duty	All	To increase the participation of students/students from minority, marginalised or vulnerable backgrounds in school life	Increase the diversity of students/students involved in the decision-making of the school	Minority, marginalised and vulnerable students/students	Identify which groups are under-represented in the School Council and/or student voice processes within the school.  Set up group of students/students to develop actions which better involve the target group.	Associate Assistant Headteacher	May 24-28	School Council/student voice has representation from students who are within the protected characteristics
Eliminate unlawful discrimination, harassment and victimisation	Sexual Orientation/ Race/Gender identity/ Disability/ Religion or belief	To prevent and respond to all hate incidents and prejudiced based bullying	Students/students feel safer as they are assured that incidents will be dealt with promptly and fairly  Increased staff confidence  Accurate reporting rates	Whole school and specifically vulnerable and equality groups students/students or those from a faith background	To review and update existing policies and procedures relating to bullying using the Equality Impact Assessment method  Access staff training  Ensure continuing professional development for staff to develop skills in identifying and challenging homophobia and transphobia.  Promotion of hate incident recording to students/students.	Assistant Headteacher / Assoc Assist HT	May 24-28	Any instances of Identity Based Prejudice are clearly identified, recorded, and appropriate actions are taken, especially around learning opportunities. Assemblies delivered to all years.
Fostering good relations	All	To promote good relations between people from different backgrounds	To improve understanding of our area and the diversity within it	Whole school	Set up school linking with another school in a different part of North West England with differing population make-up  Invite in representatives from disability equality groups to meet with children	HOD Life Skills	May 24-28	Links successfully established. Visit taken place
<b>Date Action Agreed:</b>					<b>Date Agreed for Review:</b>			