



## **EQUALITY POLICY**

### **Introduction**

This policy sets out our school's approach to promoting equality, as defined within the Equality Act (2010). It covers sex, race, disability, religion or belief, sexual orientation and any other appropriate protected characteristics, and the school's statutory duty to produce a Single Equality Scheme from April 2011.

### **Equality – Aims and Values**

Woodlea School is committed to equal opportunities and aims to be a school where everyone:

- is respected and respects others
- takes part in the life of the school
- achieves to their potential
- develops skills essential to life
- exercises choice

The school aims to provide equality and excellence for all in order to promote the highest possible standards.

### **The School's Approach to Promoting Equality**

The overall objective of the school's Equality Policy is to provide a framework for the school to pursue its equality duties to eliminate unlawful discrimination and harassment, promote equality of opportunity, and promote good relations and positive attitudes between people of diverse backgrounds in all its activities.

Through the Equality Policy, the school seeks to ensure that no pupils, staff, parents, guardians or carers or any other person through their contact with the school receives less favourable treatment on any grounds which cannot be shown to be justified. This must include the protected characteristics identified within the Equality Act (2010) i.e. sex, race, disability, religion or belief or any other relevant protected characteristic.

The principles of this policy apply to all members of the extended school community, pupils, staff, governors, parents and community members.

For additional information relating to DDA under the Equality Act 2010, please see:

- School Accessibility Plan
- Special Educational Needs Policy

### **A Cohesive Community**

In order to achieve a cohesive community we seek to:

- promote understanding and engagement between communities

- encourage all children and families to see themselves as full and active members of the school community, the wider community, the community of the UK and the global community.
- understand and respond to the needs and hopes of all our communities
- tackle discrimination
- increase life opportunities for all
- ensure learning, teaching and the curriculum explores and addresses issues of diversity

## **Roles and Responsibilities**

### **School governors are responsible for:**

- making sure the school complies with current equality legislation
- making sure this policy and its procedures are followed
- reviewing and updating the Policy and Plan as agreed

### **The headteacher is responsible for:**

- making sure the policy is readily available and that the governors, staff, pupils and their parents/carers know about it and are familiar with it.
- making sure its procedures are followed
- producing regular information for staff and governors about the policy and how it is working and providing training for them on the policy, if necessary
- making sure all staff know their responsibilities and receive training and support in carrying these out
- taking appropriate action in cases of harassment and discrimination

### **All school staff are responsible for:**

- modelling good practice, dealing with discriminatory incidents and being able to recognise and tackle bias and stereotyping
- promoting equality and avoiding discrimination against anyone
- keeping up to date with the law on discrimination and taking training and learning opportunities

### **Pupils are responsible for:**

- following the school rules
- living by the school values
- contributing to the Behaviour and Anti-Bullying Policies
- developing school/class rules which promote community cohesion and respect

### **Parents/Carers are responsible for:**

- reading and contributing to school policies and supporting their implementation

Responsibility for overseeing equality practices in the school lies with head teacher and the Chair of Governors.

Responsibilities include:

- Coordinating and monitoring work on equality issues
- Dealing with and monitoring reports of harassment (including racist and homophobic incidents)
- Monitoring the progress and attainment of potentially vulnerable groups of pupils (e.g. children and young people in care, children from minority ethnic/language or Traveller communities, disabled pupils etc.)
- Monitoring exclusions

### **Monitoring, Reviewing and Assessing Impact**

The school's Equality Policy is supported by our Single Equality Scheme. The Plan has been agreed by our Governing Body. We have a rolling programme for reviewing our school policies and their impact in line with legislative requirements. We will review progress against the objectives in our Equality Plan annually, and we will review and update the entire plan and policy on a three-year cycle.

We make regular assessments of pupils' learning and use this information to track pupil progress. As part of this process, we regularly monitor achievement by ethnicity, gender and disability, to ensure that all groups of pupils are making the best possible progress, taking appropriate action to address any gaps.

The principles of equality are applied to all other school policies.

In order to meet the statutory requirements to publish a Disability Equality Scheme and Gender Equality Scheme, we will:

- Publish our plan on the school website;
- Raise awareness of the plan through the school newsletter, assemblies, staff meetings and other communications;
- Make sure hard copies are available.

### **Monitoring and Review**

The policy will be reviewed on an annual basis.

Approved by Governing Body on 4 <sup>th</sup> February 2021	
To be reviewed Spring 2022	