

John Colet Equality and Diversity Policy

Date policy was agreed	July 2007
Date policy was reviewed	November 2010
Date reviewed by Governor Advisor	August 2016
Date reviewed by Parents	N/A
Date reviewed by the Governors	December 2016
Governors body responsible for the review	Curriculum Committee
Senior Leadership Team Member accountable for writing and reviewing the policy	Mrs C McLintock

Consultants: School Governor, Mrs. C. McLintock (Headteacher), Suffolk model policy

Legislation: Equality Act 2010

Linked documents: All policies in the school.

Monitoring and Reviewing

This policy will be formally reviewed every 3 years.

Ongoing monitoring of actions and impacts/outcomes will be as follows:

- Termly Headteacher's report to Governors where breakdown by subgroups are given
- Progress towards the public sector equality duty.

Aims

To:

- Tackle discrimination on the grounds of age, disability, gender identity, pregnancy and maternity, race, religion or belief, gender or sexual orientation.
- Advance equality of opportunity.

Definitions

- "Equality" is the principle of equal treatment for all people irrespective of their age, disability, gender identity, pregnancy and maternity, race, religion or belief, gender or sexual orientation.
- "Diversity" is the acceptance that we are all different but we are all equal. Diversity focuses on valuing and celebrating the strengths in people's differences.
- "Protected characteristics" are age, disability, gender identity, pregnancy and maternity, race, religion or belief, gender or sexual orientation.
- "Direct discrimination" is treating somebody less favourably because of a protected characteristic or because of their association with another person with a protected characteristic or because you mistakenly think they have a protected characteristic
- "Indirect discrimination" is setting a rule or practice for all students which disadvantages (on purpose or accidentally) a person with a protected characteristic.

We will promote equality and diversity through:

The Curriculum

We aim to provide all our students with the opportunity to succeed. To achieve this, we will ensure:

- Curriculum planning reflects a commitment to equality;
- The curriculum prepares students for life in a diverse society and uses opportunities to reflect the background and experience of students and families in the school;
- There will be opportunities in the curriculum to explore concepts and issues related to identity and equality;
- The promotion of attitudes and values that celebrate and respect diversity and challenge discriminatory behaviour and language wherever it occurs;
- The use of images and materials which positively reflect a range of cultures, identities and lifestyles.

Achievement

There is a consistently high expectation of all students. To secure the best possible outcomes we recognise that:

- Adults in the school will be expected to provide good, positive role models in their approach to all issues relating to equality of opportunity;
- It is important to identify the particular needs of individuals and groups within the school and to use targeted interventions to narrow gaps in achievement;
- A range of teaching methods is used throughout the school to ensure that effective learning takes place at all stages for all students;
- All students are actively encouraged to engage fully in their own learning.

The ethos and culture of the school

- All of those involved in the leadership of the school community are instrumental in demonstrating mutual respect between all members of the school community;
- We strive to achieve a feeling of openness and tolerance which welcomes everyone to the school;
- Reasonable adjustments will be made to ensure access for students, staff and visitors (including parents) with disabilities (this not only includes physical access, but takes account wider access to school information and activities);
- Provision is made to cater for the cultural, moral and spiritual needs of all children through planning of assemblies, classroom based and off-site activities.

Staff Recruitment and Professional Development

- All those involved in recruitment and selection are trained and aware of what they should do avoid discrimination to ensure equality of opportunity.
- Access to opportunities for professional development is monitored on equality grounds;
- Equalities policy and practice is covered in all staff inductions;
- All supply staff and contractors are made aware of the equalities policy and practice;
- Employment policy and procedures are reviewed regularly to check conformity with legislation and the impact of policies are kept under regular review.

Countering and Challenging Harassment and Bullying

The school:

- Counters and challenges all types of discriminatory behaviour and this is made clear to staff, students, parents and governors;

- Has a clear, agreed procedure for dealing with prejudice related bullying incidents and has a nominated member of staff responsible for recording and monitoring incidents;
- Reports to the Local Authority on an annual basis the number of prejudice related incidents recorded in the school.

Partnerships with Parents/Carers and the Wider Community

We aim to work in partnership with parents/carers. We:

- Take action to ensure all parents/carers are encouraged to participate in the life of the school;
- Maintain open channels of communication;
- Encourage members of the local community to join in school activities and celebrations;
- Ensure that the parents/carers of newly arrived students are made to feel welcome.

Responsibilities

In our school, all members of the school community have a responsibility for promoting equalities.

The Governing Body has responsibility for ensuring that the:

- School complies with all equalities legislation relevant to the school community;
- Actions, procedures and strategies related to the policy are implemented;
- Designated Equalities Governor will have an overview, on behalf of the governing body, on all prejudice related incidents or incidents which are a breach of this policy and ensure that appropriate action is taken in relation to these incidents.

The Headteacher and Senior Leadership Team has responsibility for:

- In partnership 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 equalities policy;
- Ensuring that staff are aware of their responsibilities and are given relevant training and support;
- Taking appropriate action in response to any prejudice-related incidents.

All school staff have responsibility for:

- The implementation of the school's equalities policy;
- Dealing with incidents of discrimination and knowing how to identify and challenge bias and stereotyping;
- Ensuring they do not discriminate on grounds of the protected characteristics
- Keeping up to date with equalities legislation.

Parents/carers, students, volunteers and contractors also have responsibilities to promote equality and diversity and comply with the school's policy and legislation.

Public duty equality objective 2016-17

To ensure that the achievement of students is equal based on gender.