



## **Equalities Policy 2019 - 21**

### **DOCUMENT HISTORY**

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## **National and Legal Context**

Sir Charles Parsons School recognises that we have duties under the Equality Act 2010, and subsequent amendments, in relation to the school community to eliminate discrimination, advance equality of opportunity and foster good relations in relation to age, disability, ethnicity, gender (including issues of transgender, maternity and pregnancy), religion and belief, sexual orientation and marital status.

We recognise that we also have a duty under the Education & Inspections Act 2006 to promote community cohesion, i.e. developing good relations across different cultures and groups.

We appreciate that these duties reflect the international human rights standards as expressed in the UN Convention on Rights of the Child, the UN Convention on the Rights of People with Disabilities, and the Human Rights Act 1998.

We welcome our duties under the Equality Act 2010 as both a provider of education and as an employer.

This document meets the requirements under the following legislation:

- [The Equality Act 2010](#), which introduced the public sector equality duty and protects people from discrimination
- [The Equality Act 2010 \(Specific Duties\) Regulations 2011](#), which require schools to publish information to demonstrate how they are complying with the public sector equality duty and to publish equality objectives

This document is also based on Department for Education (DfE) guidance: [The Equality Act 2010 and schools](#).

## **Statement of Intent**

At Sir Charles Parsons School, we are committed to ensuring equality of education and opportunity for all pupils, staff, parents and carers, governors connected to the school, irrespective of race, gender, disability, faith or religion or socio-economic background. We recognise that equality will only be achieved by the whole school community working together with common goals.

We aim to develop a culture of inclusion and diversity in which all those connected to the school feel proud of their identity and are able to participate fully in school life.

We will tackle discrimination by the positive promotion of equality, challenging bullying and stereotypes and creating an environment which champions respect for all.

At Sir Charles Parsons School, we believe that diversity is a strength, which should be respected and celebrated by all.

## **Our School Context**

At Sir Charles Parsons School we have an increasing number of pupils from a range of ethnic backgrounds. Pupils attend our school from all areas of the city of Newcastle. Our staff are predominantly female. There are a wide spread of ages. A small number are of nationalities other than British.

## **Rationale**

Our Equality Policy brings together all previous policies, schemes and action plans around equality including Race, Gender and Disability.

The Equality Policy includes all the protected characteristics covered under the Equality Act 2010 as well as other aspects, which have the potential to discriminate against or to devalue any individuals within our community.

We are further committed to the development of cohesive communities both within our school's physical boundaries and within our local, national and global environments. Our school embraces the aim of working together with others to improve children's educational and wellbeing outcomes, and notes the rights set out in the UN Convention on the Rights of the Child.

Our Equality Policy is inclusive of our whole school community – pupils/students, staff, governors, parents/carers, visitors and partner agencies and is built upon active engagement with them.

## **Objectives**

1. To ensure that all learners have equal access to a rich, broad, balanced and relevant curriculum.
2. To advance equality of opportunity by ensuring that teaching, learning and the curriculum promote equality, celebrate diversity and promote community cohesion by fostering good relations.
3. To eliminate any discrimination, harassment and victimisation. To ensure that no-one is unfairly or illegally disadvantaged as a consequence of their age, disability, gender, gender-identity, sexual orientation, colour, race, ethnic or national origin, disability or religious beliefs.
4. To recognise and celebrate diversity within our community whilst promoting community cohesion.
5. To ensure that this policy is applied to all we do.
6. To ensure that pupils and parents are fully involved in the provision made by the school.

## **We will endeavour:**

- to raise standards and ensure inclusive teaching
- to provide our pupils with self esteem and confidence which will enable them to fulfil their potential, regardless of gender or stereotypes.
- to provide all pupils and staff with opportunities to develop tolerance, respect understanding and empathy to live in a diverse environment and challenge stereotypes.
- to ensure equal treatment of employees, pupils and any others involved in the school community

## **Our approach**

We seek to embed equality of access, opportunity and outcome for all members of our school community, within all aspects of school life.

We actively seek out opportunities to embrace the following key concepts:

- Identifying commonality and shared values, aspirations and needs underpins our approach to equality.
- We value our fundamental similarities and universality while valuing difference and diversity. We appreciate the richness within our differences and look for ways of celebrating and understanding them better
- Interdependence, interaction and influence. We recognise that, as they evolve, distinct cultures, beliefs and lifestyles will impact on social cohesion within our school and within our local community
- Excellence. We aim to inspire and recognise high personal and collective achievement throughout our community, the UK and the wider world. Excellence is to be found everywhere.
- Personal and cultural identity. We will provide opportunities to explore and value the complexity of our personal and cultural identities
- Fairness and social justice. We will develop our understanding of the inequality that exists in society and explore ways of individually and collectively promoting a more equitable society

### **Our vision statement about Equality**

Sir Charles Parsons School seeks to foster warm, welcoming and respectful environments, which allow us to question and challenge discrimination and inequality, resolve conflicts peacefully, and work and learn free from harassment and violence. We recognise that there are similarities and differences between individuals and groups but we will strive to ensure that our differences do not become barriers to participation, access and learning.

We will strive to create inclusive processes and practices, where the varying needs of individuals and groups are identified and met.

We recognise that we cannot achieve equality for all by treating everyone the same. We will build on our similarities and seek enrichment from our differences and so promote understanding and learning between and towards others to create a cohesive community.

### **Our duties**

We recognise and accept our equality duties as set out in the Equality Act 2010 and have ensured that they are recognised and embedded in all aspects of school development to ensure better outcomes for all. We are also guided by the United Nations Convention on the Rights of the Child.

We will ensure we identify opportunities for promoting our vision, the key concepts and our duties on equality legislation across all aspects of school life, including the provision of extended services.

These opportunities are likely to include all or some of the following, dependent on our current priorities:

- the engagement, participation and involvement of a broad and diverse range of children, young people, their parents and partner agencies
- learning and teaching and the planned curriculum – including school sports, interaction with peers
- classroom organisation – including timetabling, grouping of pupils
- access to school facilities
- preparation for transition to the school/preparation of pupils for the next phase of education
- school policies
- breaks and lunchtimes
- the provision of school meals
- opportunities for assessment and accreditation
- behaviour management approach and sanctions
- school clubs, activities and school trips
- the school's arrangements for working with other agencies
- recruitment of staff/staff well-being/staff professional development

## **Teaching and learning**

We aim to provide all our pupils 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 pupils;
- Monitor achievement data by ethnicity, gender and disability and action any gaps;
- Take account of the achievement of all pupils when planning for future learning and setting challenging targets;
- Ensure equality of access for all pupils 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 pupils to appreciate their own culture and celebrate the diversity of other cultures;
- Seek to involve all parents in supporting their child's education;
- Encourage classroom and staffroom discussion of equality issues which reflect on social stereotypes, expectations and the impact on learning;
- Include teaching and classroom-based approaches appropriate for the whole school population, which are inclusive and reflective of our pupils.

## **As an employer**

We recognise that our Equality duty underpins every aspect of employment including

- recruitment and selection
- pay policy
- grievance procedures
- disciplinary procedures
- harassment procedures
- staff development and training
- school improvement/development plan
- performance management

## **The roles and responsibilities within our school community**

Our Governors will ensure that the school's public sector duty is carried out in relation to:

1. their statutory duty to protect from discrimination is carried out with regard to the 'protected characteristics' that qualify for protection :

- a. Age
- b. Disability
- c. Gender reassignment
- d. Marriage and civil partnership
- e. Pregnancy and maternity
- f. Race
- g. Religion or belief
- h. Sex; and
- i. Sexual orientation

2. the need to advance equality of opportunity between those people who share a protected characteristic and those who do not.

3. foster good relations between those people who share a protected characteristic and those who do not.

## **Our Headteacher and Senior Leadership Team will:**

- ensure that staff, parents/carers, pupils/students and visitors and contractors are engaged in the development of and informed about the Equality Policy
- oversee the effective implementation of the policy and actions to meet our duty
- ensure staff have access to training which helps to implement the policy
- ensure that all employment policies are implemented fairly and consistently across all groups with full respect for legal rights and our equality duty
- develop partnerships with external agencies regarding the policy so that the school's actions are in line with the best advice available
- monitor the policy and report to the Governing Body on a three yearly basis on the effectiveness of the policy and publish this information
- have responsibility for supporting other staff in implementing this policy
- provide a lead in the dissemination of information relating to the policy

- provide advice/support in dealing with any incidents/issues

#### **Our pupils will:**

- be encouraged to develop attitudes and behaviour in line with the principles of our policy appropriate to their level of understanding

#### **Our parents/carers will:**

- have access to the policy through a range of different media appropriate to their requirements
- be encouraged to actively support the policy
- be encouraged to attend any relevant meetings and activities related to the policy
- be informed of any incident related to this policy which could directly affect their child

#### **Our staff will:**

- be fully aware of the Equality Policy and how it relates to them
- understand that this is a whole school issue and support the Equality Policy
- make known any queries or training requirements

### **Sir Charles Parsons School Equalities Plan**

This plan brings together actions from the following existing, and former, policies and action plans:

- ❖ Community cohesion
- ❖ Disability
- ❖ Accessibility
- ❖ Racial Equality

#### **Notable recent achievements in these areas have been:**

- School's focus on sharing best practice to improve outcomes for all pupils at the school
- Pupils benefitting from increasing our multi-cultural events and celebrations
- Developing students' awareness of disability in general and helping them to recognise their own additional needs.
- Ensuring we consult with parents and staff on their needs and that we act on their feedback.
- Strengthening our relationship with the local community to foster greater understanding of the needs of the pupils.

#### **Current Objectives: to be agreed by SLT and Governors.**

- To monitor equality of opportunity across the school to ensure that pupils of different abilities receive high quality learning opportunities appropriate to their needs.
- To monitor the different ways we reach parents and carers and follow up actions required to ensure that we try to overcome any barriers that may exist.

- To involve our stakeholder groups in further developments of our equality policy through consultation and engagement

### **Responding to and reporting incidents**

It should be clear to pupils and staff how they report incidents. All staff, teaching and non-teaching, should view dealing with incidents as vital to the well-being of the whole school.

A suggested procedure for responding and reporting is outlined below:

- Incident
- Member of staff to investigate further (if incident reported) or challenge behaviour immediately.
- Senior Leadership Team informed.
- Response to perpetrator and family
- Response to victim and family
- Action taken to address issue with class group / school if necessary e.g. through pastoral time / assembly
- Incident form to be completed and filed.
- Incidents to be reported to Governing Body and Local Authority on a termly basis.

### **Monitoring and review of Policy and Plan**

We will review the Equality Policy and Plan on a three yearly basis with Governors and stakeholders. We have a rolling programme for reviewing our school policies and their impact. In line with legislative requirements, we will review progress against our Equality Plan three yearly and review the entire plan and accompanying action plan 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, and take appropriate action to address any underachievement.