



*“Striving for Excellence
Opportunity and Success for All”*

Equality Policy 2018

Policy Review Details	
Policy Reviewed	12.12.18
Policy Approved	12.12.18
Committee	Full Governing Board

Introduction

Redmoor Academy is committed to ensuring that every student and all members of our community feel safe, valued and are of equal worth. Our aim is to promote a confident, inclusive and collaborative learning community, where high quality teaching, learning, honesty and respect promotes a positive and welcoming culture.

Redmoor Academy are committed to fulfilling its statutory duties under the Equality Act 2010.

The policy sets out how we have due regard for the need to:

- Eliminate unlawful discrimination, harassment and victimisation
- Advance equality of opportunities for students, staff and others using school facilities
- When making decisions of a strategic nature have due regard of exercising them in a way that is designed to reduce the inequalities of outcome.

The Policy incorporates and therefore replaces all previous possible equality sector policy, creating just one single equality policy.

The Policy encompasses the following protected characteristics:

- Age: Where this is referred to, it refers to a person belonging to a particular age (e.g. 32 year olds) or range of ages (e.g. 18 – 30 year olds)
- Disability: A person has a disability if they have a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities.
- Gender reassignment: The process of transitioning from one gender to another.
- Marriage and civil partnership: Marriage is defined as a 'union between two people'. Civil partners must and will be treated the same as married couples on a wide range of legal matters.
- Pregnancy and maternity: Pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth, and is linked to maternity leave in the employment context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating women unfavourably because she is breastfeeding.
- Race: Refers to the protected characteristic of Race. It refers to a group of people defined by their race, colour and nationality (including citizenship) ethnic or national origins.
- Religion and belief: Religion has the meaning usually given to it but belief includes religious and philosophical beliefs including lack of belief (e.g. Atheism).
- Sex: Relates to gender identity.
- Sexual orientation: Whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes.

Redmoor Academy's single Equality Policy follows the Department of Education guidance and complies with equality and diversity legislations.

We aim to:

- Recognise, respect and value diversity
- Promote equality by encouraging staff and students to challenge prejudice, intolerance and stereotyping
- Foster positive attitudes and relationships
- Participate in good equality practice, including staff recruitment, retention and development
- Reduce existing inequalities
- Take seriously any complaints of discrimination, harassment or victimisation

To achieve our aims we will:

- Share our Policy with staff, students, parents /carers and governors
- Reinforce our ethos of the value we place upon equality and diversity
- Analyse data to ensure compliance with legislation

- Challenge inappropriate behaviour that does not fulfil any equality commitment

Success criteria:

- Students are aware of the impact of prejudice & understand their responsibility to prevent it
- Staff are aware of the Single Equality Policy
- Data is collated and analysed to monitor equality
- Incidents are logged and reported

The curriculum, ethos and organisation

Our curriculum, has been and, is reviewed regularly in order to ensure that teaching and learning reflect the above principles. Further, these principles will apply to the full range of our practices, including those that are concerned with:

- students' progress, attainment and achievement
- students' personal development, welfare and well-being
- teaching styles and strategies
- admissions and attendance
- staff recruitment, retention and professional development
- care, guidance and support
- behavior, discipline and exclusions
- working in partnership with parents, carers and guardians
- working with the wider community

Redmoor Academy is opposed to all forms of prejudice and prejudice-related bullying, which stand in the way of fulfilling the legal duties referred to above.

These include:

- prejudices around disability and special educational needs
- prejudices around racism and xenophobia, including those that are directed towards religious groups and communities, for example antisemitism and Islamophobia, and those that are directed against Travellers', migrants, refugees and people seeking asylum
- prejudices reflecting sexism, homophobia and transphobia

There is guidance in the appropriate policies on how prejudice-related incidents should be identified, assessed, recorded and dealt with e.g. Anti-Bullying Policy, Consequences and Choices policy.

Positive Action

Redmoor Academy take positive and proportionate action to address the disadvantage faced by particular groups of students with particular protected characteristics, such as targeted support. The actions will be designed to meet and enforce the school's single Equality policy.

This is done by;

- Preparing our students for life in a diverse society and ensure that there are activities across the curriculum that promotes the spiritual, moral, social and cultural development of our students.

- Teaching about difference and diversity and the impact of stereotyping, prejudice and discrimination through PSHE and citizenship and across the curriculum.
- Use materials and resources that reflect the diversity of the school, population and local community in terms of race, gender, sexual identity and disability, avoiding stereotyping. Promoting a whole school ethos and values that challenge prejudice based discriminatory language, attitudes and behaviour.
- Providing opportunities for students to appreciate their own culture and celebrate the diversity of other cultures.

Roles and responsibilities

The Governing Body is responsible for ensuring that the school complies with legislation, and that this Policy and its related procedures and action plans are implemented. A member of the Governing Body has a watching brief regarding the implementation of this Policy.

The Headteacher is responsible for implementing the Policy; for ensuring that all staff are aware of their responsibilities and are given appropriate training and support; and for taking appropriate action in any cases of unlawful discrimination. A senior member of staff has day-to-day responsibility for co-ordinating implementation of the Policy

All staff are expected to:

- promote an inclusive and collaborative ethos in their classroom
- deal with, and report, any prejudice-related incidents that may occur
- plan and deliver curriculum and lessons that reflect the principles above
- Deal effectively with all incidents from overt name calling to the more subtle forms of victimisation caused by perceived differences.
- Identify and challenge bias and stereotyping in the curriculum and in the campus culture.
- Ensure the materials and content of lessons cover a wide diversity of different cultures and people.
- Keep up-to-date with equality legislation, development and issues relevant to their work by attending relevant training and accessing information from appropriate sources

Students are expected to:

- Treat each other with respect and courtesy
- Explore diversity with a healthy and positive approach
- Value diversity
- Speak out if they witness or are subject to any inappropriate language or behavior or feel that they have been treated unfairly
- Promote an inclusive and collaborative ethos both in the classroom and wider context
- Be vigilant in all areas of the school site for any type of harassment and bullying, and report any incident to a member of staff.

Parents will be;

- Encouraged to actively support this policy

Information and resources

We ensure that the content of this Policy is known to all staff and governors and, as appropriate, to all students and their parents and carers. All staff and governors have access to a selection of resources which discuss and explain concepts of equality, diversity and community cohesion in appropriate detail.

Religious observance

We respect the religious beliefs and practice of all staff, students and parents /carers, and comply with reasonable requests relating to religious observance and practice.

Staff development and training

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.

Breaches of the Policy

Breaches of this Policy will be dealt with in the same ways that breaches of other school policies are dealt with, as determined by the Headteacher and Governing Body.

Monitoring and Review

We collect study and use quantitative and qualitative data relating to the implementation of this Policy, and make adjustments as appropriate.

In particular we collect, analyse and use data in relation to achievement, broken down as appropriate according to disabilities and special educational needs; ethnicity, language, religious affiliation, national origin and national status; and gender.

The Governing Body will review this Policy if required by legislation and assess its implementation and effectiveness. The Policy will be promoted and implemented throughout the School.