



## **EQUALITY POLICY**

***Lead Governor: Chair***

***SLT Link: Operations Manager***

***Next Review Date: Jan 2021 (Objectives), January 2024 (Policy)***

***Ratified by governors: 23<sup>rd</sup> January 2020***

### **INTRODUCTION**

Our School Vision, Aims and Values states that, at Oakmoor School, we aim 'to provide equal opportunities for all pupils'

Oakmoor School is a fully inclusive school and is committed to respect the equal human rights of all our pupils and to educate them about equality. We will also respect the equal rights of our staff and other members of the school community.

At Oakmoor School, we will continuously strive to ensure that everyone in our school is treated with respect and dignity. Each person in our school will be given fair and equal opportunities to develop their full potential with positive regard to gender, sexual orientation, ethnicity, marital status, cultural and religious background or disability including SEN.

### **LEGISLATION**

The school will comply with the following equality legislation:

- Equality Act 2010
- Human Rights Act 1998

The following are protected characteristics according to the Equality Act 2010:

- age;
- disability;
- gender Identity;
- marriage and civil partnership;
- pregnancy and maternity;
- race;
- religion or belief;
- sex;
- sexual orientation.

Oakmoor School will promote equality and seek to eliminate harassment through all our work, with specific reference within our Behaviour Policy, Experience Day Curriculum & through our school assemblies.

### **Scope of the Policy**

## **1. AIMS**

To:

- Treat all those within the whole school community (e.g. pupils, staff, governors, parents/carers and members of the wider community) as individuals with their own particular abilities, beliefs, challenges, attitudes, background and experiences.
- Create a school ethos which promotes equality, develops understanding and challenges myths, stereotypes, misconceptions and prejudices.
- Promote mutual respect and valuing of each other's similarities and differences and facing equality issues openly.
- Identify and remove all practices, procedures and customs which are discriminatory and replacing them with practices which are fair to all.
- Monitor, evaluate and review all of the above to secure continuous improvement in all that we do.

## **2. HOW WE WILL PROMOTE EQUALITY**

### **2.1 Through the ethos of the school**

- This Equality Policy reflects the ethos of the school and underpins all the school's policies.
- Steps are taken to ensure that everyone associated with the school is kept informed about and adheres to this Equality Policy. The policy will be revisited with all staff at the start of an academic year and as part of the induction process when a new member of staff starts.
- The policy is regularly reviewed and its effectiveness evaluated.

### **2.2 Pupils achievements and progress**

- Pupils' attainment and progress is monitored by socio-economic background, ethnic group, by gender, EAL, AEN and other focus groups. No group should be regarded higher than another. These groups are tracked to ensure there is equality for all.
- The school values the achievements and progress of pupils from all groups.
- All pupils have equal access to the curriculum and extra-curricular activities.

### **2.3 Curriculum, teaching and learning (including language and cultural needs)**

- Oakmoor School promotes an inclusive curriculum which reflects the diverse nature of our society.
- Curriculum planning takes account of all the protected characteristics of the Equality Act 2010.
- The school monitors and evaluates its effectiveness in providing an appropriate curriculum for all pupils.
- Assessment outcomes are used to identify the specific needs of pupils, inform policies, planning and the allocation of resources.
- Teaching methods and styles take account of the needs of pupils from different groups and encourage positive attitudes to all.
- The school takes active steps to ensure that resources in all areas of the curriculum are inclusive. It promotes a greater understanding of diversity and equality. There is acknowledgement of the importance of challenging stereotyping and discrimination in all areas of the curriculum.

## 2.4 Harassment

- There are clear guidelines and established procedures for dealing with incidents of harassment or discrimination which are understood by everyone in the school community. These include the Anti-Bullying Policy and Complaints Policy.
- The monitoring system used by the school enables the school to report the relevant details where applicable to the Local Governing Body each term e.g. Incidents of a racist nature, bullying and homophobic incidents.

## 2.5 Attendance

- The school monitors pupil attendance by groups and uses the data to develop strategies to address poor attendance.
- Provision is made for pupils to take time off for religious observance.

## 2.6 Discrimination related comments made by parents/carers/staff/children

- Oakmoor School will not tolerate any form of discrimination by any member of the school community or visitors to the school, on the grounds of the characteristics of the Equality Act 2010: age; disability; gender identity; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex; sexual orientation.
- In the event of a comment being made by a parent/carer, staff member, visitor or child, the witness should report the incident to the Head teacher, who will investigate and take up the matter with the person/s concerned.

## 3. ROLES AND RESPONSIBILITIES

The Equality Policy outlines the roles and responsibilities of everyone involved and connected with the school, so that each individual knows what is expected of them. Promoting equality and raising the achievement of all pupils is the responsibility of the whole school staff.

### 3.1 Governors

- The Local Governing Body of the school has agreed this policy and will receive reports on incidents related to equality from the Headteacher on a termly basis in the Headteacher's Report.
- The governors at Oakmoor School are responsible for making sure the school complies with the relevant equality legislation (see above) and will assess and monitor the impact of this policy annually.

### 3.2 Headteacher

- The Headteacher is responsible overall for dealing with discrimination related incidents and in his absence the deputy headteacher will take on this responsibility.
- The Headteacher is responsible for ensuring that any visitors and contractors know, follow and abide by our Equality Policy.

The Headteacher is also responsible for:

- 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, including incidents related to age; disability; gender identity; marriage and civil partnership; pregnancy and

maternity; race; religion or belief; sex; sexual orientation.

### **3.3 Staff**

All staff are responsible for:

- Dealing with any discrimination of the protected groups as listed in the Equality Act 2010;
- Being able to recognise and tackle bias and stereotyping;
- Taking up training and learning opportunities.

### **COMPLAINTS PROCEDURE**

If anyone in the school feels that this policy is not being followed then they should raise the matter with the Head teacher who will facilitate the appropriate action (See the school's Complaints' Policy).

### **4. MONITORING THE EQUALITY POLICY**

- The school will monitor the impact of this policy on pupils, parents/carers and staff from different groups. We will receive some information via our pupil and parental questionnaires. In particular, we will monitor the impact of our policy on the attainment and progress of our pupils.
- To monitor our pupils' attainment, we will collect information about pupils' performance and progress, by focus groups and analyse it and use it to examine trends. To help interpret this information we will monitor other areas that could have an adverse impact on pupil's attainment such as:
  - exclusion
  - harassment and bullying
  - curriculum, teaching and learning (including language and cultural needs)
  - sanctions and rewards
  - parent / carer involvement
- Monitoring information will help us to:
  - highlight any differences between pupils from different groups
  - decide what further action will be necessary to meet particular needs and to improve the performance of pupils from different groups
  - take action to make improvements

## Equality Objectives 2020 – 2023

**Equality objective 1:** To identify gaps which need narrowing at pupil progress meetings.

### **Why we have chosen this objective (Intent):**

To close the gap between girls and boys Basics results and between disadvantaged and other pupils

### **To achieve this objective we plan to (Implementation):**

Identify the groups at pupil progress meetings. Interventions will be planned and progress will be monitored.

### **Progress towards achieving this objective (Impact):**

Pupil progress will continue to show that gap is closing between the identified groups.

**Date:** January 2020

**Review date:** January 2021

### **CHAIR'S SIGNATURE**

Signature:

Print Name:

Date: