



# CANNOCK CHASE HIGH SCHOOL

A C H I E V E M E N T F O R A L L

## SUPPORTING EQUALITY POLICY

### Our Vision Statement About Equality

Cannock Chase High School is committed to providing quality education based on equality of opportunity, access and outcomes. The support staff, teachers and students believe that the strength of our society lies in its rich diversity of cultures and peoples. Everybody has a right to be successful academically, professionally and socially.

We are unequivocally committed to providing all our students with a broad, balanced and relevant curriculum. This commitment seeks to entitle all our students to open - access to the whole of our curriculum and to equal opportunity within it. We therefore aim to provide appropriately for the individual educational needs of each student throughout their school career.

Our aim is to ensure that all those who work at, or are connected with the school are aware of their rights and responsibilities under the law and in respect of the School Policy.

This policy has been designed to ensure that the school fulfils its legal and moral obligations and meets the requirements and expectations of the Equality Act 2010.

Our duties as a school are to:

1. Eliminate discrimination, harassment, victimisation and other conduct that is prohibited by the Equality Act 2010.
2. Advance equality of opportunity between people who share a protected characteristic and people who do not share it.
3. Foster good relations across all protected characteristics – between people who share a protected characteristic and people who do not share it.

To do this we:

- Individualise students' curriculums and develop flexible learning arrangements to support all students in attaining their target grades. Reasonable adjustments are made for any students with significant barriers to their learning;
- We ensure that all offsite enriching opportunities are carefully selected to meet the needs of all staff and students;
- Although our buildings are set across 2 sites, every effort is made to meet the needs of disabled staff and students, please see separate Accessibility Policy;
- Raise a wide range of moral and religious issues in weekly assemblies. The themes for assemblies focus on respect to other peoples' values and beliefs, thereby challenging racism and valuing race equality;

- Ensure our tutorial programme mirrors our assembly programme, further developing our theme of the week which is an aspect of SMSC;
- Provide opportunities for a wide range of local and International travel and exchange visits, including trips to Morocco and Romania;
- Working closely with external agency partners, our Family and Attendance Team work tirelessly to ensure that all students are able to access the curriculum regardless of any barriers that may exist;
- Develop integrated transition arrangements for new intake students, which follow discussions with parents, the Inclusion Team and the SEN Co-ordinators of feeder schools;
- Organise staff training on the requirements and obligations of the Equalities Act 2010 takes place annually;
- Ensure Careers, Information Advice and Guidance that actively challenges stereotypes regarding careers and aspirations;
- Support successful levels of fundraising and charitable activities at Cannock Chase High School, such as 'Children in Need' and 'Teenage Cancer Trust'. As well as collecting considerable sums of money, the events have raised awareness for the students of the moral and social issues that form the basis of the fundraising.

## **Monitoring and Evaluating the Effectiveness of the Policy**

A range of information, including quantitative and qualitative data, will be used. It will include:

- Data from all of the protected characteristics of gender, age, race, disability, religion or belief and sexual orientation (where appropriate data is obtainable):
- Student attainment
- Access to the curriculum and subject areas
- Exclusions
- Exclusions from areas of the curriculum, including trips and extracurricular activities
- Sanctions and rewards
- Staff recruitment, retention and career development
- Analysis of racist and homophobic incidents
- Ofsted reports on educational provision and standards
- Consultation with parents, students, governors and external agencies

Data will be used to inform planning, identify priorities and to ensure Cannock Chase High School's commitment to equal opportunities goes from policy to practice in order that we improve outcomes for all of our learners.

The data from the above monitoring is to be produced and reviewed annually by Cannock Chase High School in a report to the full Governing Body.

Recent initiatives and ongoing practice include:

- The establishment of a Prayer Room at the request of staff;

- Renewed commitment as a Stonewall Schools Champion, linking with our work on reducing homophobic bullying;
- Renewed commitment to educating and tackling racism within the local community and the school;
- Ensuring that all staff and students are aware of our commitment to all aspects of Equality through assemblies, the curriculum and the school ethos.

Date for Review: \_\_\_\_\_