

## EQUALITY POLICY

### Introduction

This policy sets out Hertswood Academy's approach to promoting equality, as defined within the Equality Act 2010. It covers age, gender, race, disability, religion or belief, sexual orientation, pregnancy, undergoing or who have undergone gender reassignment and our approach to community cohesion.

### Aims and Values

The Academy aims to provide equality and excellence for all in order to promote the highest possible standards:

The core values on which this policy is based include:

- A culture of respect for others
- Promoting equality by recognising and respecting differences between people
- A community where students are well prepared for life in a diverse society

### The Academy's overall approach to promoting Equality

The Academy's Equality Policy provides a framework to pursue its equality duties to have regard to:

- Eliminate unlawful discrimination, harassment and victimisation
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it
- Foster good relations and positive attitudes between all characteristics and different groups in all of its activities

Through the Equality Policy the Academy will seek to ensure that no student, staff member, parent, guardians, carers, or any other person through their contact with the Academy receives less favourable treatment. This includes the protected characteristics identified within the Equality Act 2010, i.e. age\*, gender, race, disability, religion or belief, sexual orientation, pregnancy, undergoing or who have undergone gender reassignment

*\*(Note – age is also a protected characteristic but not in relation to students of any age in a school)*

### A Cohesive Community

The Academy, which serves an increasingly diverse community, seeks to:

- Promote understanding and engagement between communities
- Encourage all children and families to feel part of the wider community
- Understand and respond to the needs and hopes of all our communities
- Tackle discrimination
- Increase life opportunities
- Ensure that learning, teaching and the curriculum explore and address issues of diversity

### Roles and Responsibilities

#### The Governing Body are responsible for:

- Ensuring the Academy complies with the current equality legislation
- Ensuring this policy is properly implemented
- Ensuring related procedures are followed

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**The Headteacher and Senior Leadership Team are responsible for:**

- Ensuring the policy is readily available and that Governors, staff, students and their parents/carers are aware of it
- Ensuring its procedures are followed
- Producing regular information for staff and Governors about the policy and how it is working
- Providing training
- Ensuring all staff know their responsibilities and receive training and support in carrying them out
- Taking appropriate action in cases of harassment and discrimination
- Co-ordinating and monitoring work on equality issues
- Dealing with and monitoring reports of harassment (including racist and homophobic incidents)
- Monitoring the progress and attainment of potentially vulnerable groups of students, eg children and young people in care children from minority ethnic/language or traveller communities, disabled students etc.

**All Academy staff are responsible for:**

- Promoting an inclusive and collaborative ethos in the classroom
- Modelling good practice, dealing with discriminatory incidents and being able to recognise and tackle prejudice and promote understanding
- Promote equality and avoid discrimination against anyone
- Keep up to date with the law on discrimination and take training and learning opportunities

**Students are responsible for:**

- Supporting the Academy's equality ethos
- Sharing concerns or issues with a member of staff
- Keeping equality and diversity issues on the Student council agenda which will recognise good practice and enable review and development

This could include:

- The Behaviour Policy, specifically anti bullying, racist and homophobic bullying
- Developing whole school rules which challenge discriminatory behaviour

**Parents and Carers are responsible for:**

- Complying with the Academy's expectations with regard to equality

**Monitoring and Reviewing Impact**

This policy will be regularly monitored and reviewed by staff and Governors to ensure that it is effective in eliminating discrimination, promoting access and participation, equality and good relations between different groups and that it does not disadvantage particular sections of the community. Any pattern of inequality found as a result of impact assessment will be used to inform future planning and decision making.

Interim reports to Governors will be included in the Headteacher's reports to Governors

This policy links to other policies and in general the principles of equality will apply to all other policies.

**Concerns or complaints**

If have any issues or concerns these should be raised in accordance with the Academy's Complaints Policy, which can be found on the Academy's website

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