



Name of Policy: **Equalities Policy**

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Links with other policies: Curriculum Statement, Examinations, all policies related to Learning and Wellbeing, admissions, all other policies relating to employment in Woodlands Meed

Links to procedures & notes filed elsewhere: *H&S policies or appraisal and other policies and procedures that affect pupils' and staff access e.g. admission procedures, examination procedures and employment procedures*

**Approved: Governor Policy Group 14/3/17**

## **1. OVERVIEW**

1.1 This policy reflects the Single Equality Act 2010 which harmonises and replaces previous legislation, including the Race Relations Act 1976, Disability Discrimination Act 1995, Gender Recognition Act 2004 and Sex Discrimination Act 1975. This policy therefore supersedes all previous school policies on Disability, Ethnicity (i.e. Race) and Gender.

1.2 The Single Equality Act combines the existing three duties into one new Equality Duty that covers all seven of the equality strands: age, disability, gender, gender-identity, race, religion or belief and sexual orientation. In this school and college we will ensure that at every level, in all our work and throughout all aspects of our community and its life, everyone will be treated equally. **This Single Equality Policy summarises Woodlands Meed's approach in ensuring equality for all.**

1.3 We seek to ensure that our working environment is one that respects and includes everyone regardless of their gender or gender reassignment; marital status (including civil partnership); sexual orientation; race, language, ethnic or national origins and nationality (including citizenship); religious belief; disability and / or medical conditions; age; whether they have dependants; trade union membership status and activity or political views/affiliations.

1.4 Please click on this link to see Department for Education advice for Schools. [DfE Equality Act 2010 - Guidance for Schools](#)

## **2. OBJECTIVES**

2.1 To ensure that all learners have equal access to a rich, broad, balanced and relevant curriculum.

2.2 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.

2.3 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.

2.4 To recognize and celebrate diversity within our community whilst promoting community cohesion.

2.5 To ensure that this policy is applied to all we do.

2.6 To ensure that pupils and parents are fully involved in the provision made by the school and college.

2.7 To ensure that within Woodlands Meed's budget, adequate funding is provided to underpin this policy and that intervention, positive and preventative action is funded where necessary.

## **3. GOOD PRACTICE**

3.1 We strive to achieve a cohesive community and expect that children respect one another and behave with respect to one another, and that their parents feel fully engaged in the school and college.

3.2 We aim to enhance a wider sense of community locally, as well as in the context of the UK and the World communities.

3.3 We support the UN Convention on the Rights of the Child, the UN Convention on the Rights of People with Disabilities, and the Human Rights Act 1998. Through our policies and actions we undertake to ensure that every child and young person is healthy, safe, is able to enjoy and achieve in their learning experience, and is able to contribute to the wider community.

3.4 We consider it prudent and sensible to maintain the practice of logging racist incidents and reporting them to the local authority. We monitor and log incidents that discriminate against children and young people or adults in Woodlands Meed with protected characteristics, e.g. homophobic bullying. We also monitor and log bullying incidents, particularly those directed towards those with special educational needs.

#### **4. STRATEGIES**

4.1 Monitoring, evaluation and review carried out by the Leadership Team will ensure that procedures and practices within the school and college reflect the objectives of this policy.

4.2 Parents and governors will be involved and consulted about the provision being offered by Woodlands Meed.

4.3 Teachers will ensure that teaching and learning takes account of this policy.

4.4 The diversity within our school and college and the wider community will be viewed positively by all.

4.5 Diversity will be recognised as a positive, rich resource for teaching, learning and the curriculum.

4.6 Professional development opportunities will be provided for staff to provide them with the knowledge, skills and understanding they need to meet the requirements of this policy.

4.7 Contributions will be sought from parents and others to enrich teaching, learning and the curriculum.

4.8 The positive achievements of all pupils will be celebrated and recognised.

#### **5. OUTCOMES**

5.1 This policy will play an important part in the educational development of individual pupils.

5.2 It will ensure that all pupils and staff are treated equally and as favourably as others.

5.3 The school and college will make all reasonable adjustments to promote equal opportunity and equal treatment of all members of the learning community.

5.4 Where appropriate, Woodlands Meed will use Access arrangements to support candidates with examinations.

5.5 We are committed to meeting the individual needs of each child and will take full account of their age, disability, gender, gender-identity, race, religion or belief and sexual orientation in accordance with the requirements of The Single Equality Act 2010

#### **6. EQUALITY OBJECTIVE**

6.1 The Equality Act 2010 requires schools to publish specific and measurable equality objectives. Our equality objectives are based on our analysis of data and other evidence.

6.2 Our equality objectives focus on those areas where we have agreed to take action to improve equality and tackle disadvantages.

6.3 We will regularly review the progress we are making to meet our equality objectives.

## **7. POLICY REVIEW**

7.1 This policy will be reviewed every two years by the Governing Body, as part of its monitoring cycle. Next review is due in Spring Term 2019.

### **Appendix**

All other policies will start with a statement on equalities and should be based on this example.

#### **Woodlands Meed's Aims: Enjoying Opportunities Together**

In practice this means that Woodlands Meed staff will aim to make learning and achieving enjoyable and rewarding. The curriculum will incorporate a wide programme of experiences, both in and out of the school and college. Pupils will be encouraged to develop social skills including a respect for themselves, each other, their community and the environment. Developing self-confidence and offering relevant opportunities to take part and contribute to social groups and to wider society are key tasks. A rich learning environment with varied opportunities should assist our pupils in developing independence as far as possible, during their school career and later, in adult life.

#### **Race and Equalities Statement**

Woodlands Meed pledges itself to be a place where pupils and adults of all races, religions, gender, abilities, sexuality and social circumstances will find security and respect for themselves, their families, other people and their traditions. It is our policy to ensure that each member of the school community respects others and is respected, can take part in the full life of Woodlands Meed, achieves his/her potential, and has the opportunity to exercise choice.