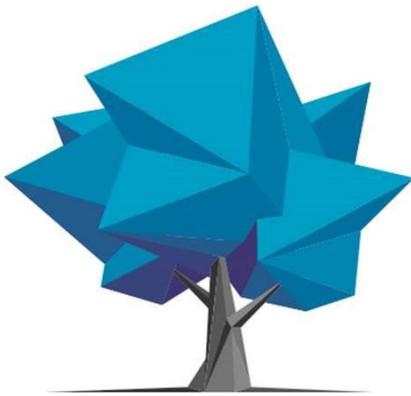


Equality Policy



**Grange
Academy**

Belong • Believe • Achieve

Reviewed: October 2019

Reviewer: Catherine Assink – Head of School

Approved Local Advisory Board (LAB): October 2019

Due for review: October 2020

Statement of intent

At Grange Academy we welcome our duties under the Equality Act 2010.

The school's general duties, with regards to equality are:

- Eliminating discrimination.
- Fostering good relationships.
- Advancing equality of opportunity.

We will not discriminate against, harass or victimise any pupil, prospective pupil, member of staff or other member of the school community because of their:

- Gender.
- Race.
- Disability.
- Religion or belief.
- Sexual orientation.
- Gender reassignment.
- Pregnancy or maternity.

Grange Academy aims to promote pupils' spiritual, moral, social, and cultural development, with special emphasis on promoting equality, diversity and eradicating prejudicial incidents for pupils and staff. Our school is committed to not only eliminating discrimination, but also increasing understanding and appreciation for diversity.

Grange Academy recognises that certain groups in society have historically been disadvantaged on account of unlawful discrimination they have faced on the basis of their race, gender, disability, religion/belief, sexual orientation or age.

This policy will put in place a range of actions to eliminate prejudice, unlawful discrimination and victimisation within the school community and workforce.

Grange Academy aims to attain the Unicef Rights Respecting Schools Gold Award. It has already secured a recognition of commitment, been awarded the Silver Award and is in the process of gaining the Gold Award. Grange Academy will continue to ensure diminishing difference for all different groups of pupils and students, including those entitled to free school meals or those who are looked after. Grange adheres to the Unicef Rights respecting articles which are embedded across the school.

1. Legislative framework

1.1. This policy has due regard to statutory legislation including, but not limited to, the following:

- UN Convention on the Rights of the Child
- UN Convention on the Rights of Persons with Disabilities
- Human Rights Act 1998
- Special Educational Needs Regulations 2014
- Education and Inspections Act 2006
- Equality Act 2010
- The Equality Act 2010 (Specific Duties) Regulations 2011

1.2. The Equality Act 2010 provides a modern, single legal framework with three broad duties:

- Eliminate discrimination
- Advance equality of opportunity
- Foster good relations

1.3. Grange Academy fully understands the principles of the Act and the work needed to ensure that those with protected characteristics are not discriminated against and are given equal opportunities.

1.4. A protected characteristic, under the Act, is as follows:

- Age
- Disability
- Race, colour, nationality, ethnic or national origin
- Sex (including transgender people)
- Gender reassignment
- Maternity and pregnancy
- Religion and belief
- Sexual orientation
- Marriage and civil partnership (for employees)

1.5. The Act makes it unlawful for the responsible body of a school to discriminate against, harass or victimise a pupil or potential pupil:

- In relation to admissions.
- In the way it provides education for pupils.
- In the way it provides pupils access to any benefit, facility or service.
- By excluding a pupil or subjecting them to any other detriment.

2. Principles and aims

2.1. We see all pupils and potential pupils, and their parents and carers, as of equal value, regardless of their race, gender, disability, religion/belief, sexual orientation or age.

- 2.2. Our policies, procedures and activities must not discriminate but must nevertheless take account of differences of life-experience, outlook and background, and in the kinds of barrier and disadvantages which people may face in relation to their race, gender, disability, religion/belief, sexual orientation or age.
- 2.3. Grange Academy will promote race equality and have due regard to eliminate unlawful racial discrimination, promote equality of opportunity and promote good relations between people of different racial groups.
- 2.4. Grange Academy will promote disability equality throughout the school, ensuring the equality of opportunity, eliminating unlawful discrimination, eliminating disability related harassment and encouraging participation by disabled people in public life.
- 2.5. Grange Academy will promote gender equality by eliminating unlawful discrimination and harassment, and promote the equality of opportunity between men and women, girls and boys.
- 2.6. Transgender people are explicitly covered by the gender equality duty. For the purposes of this policy, the term 'transgender' refers to an individual whose gender expression or identity is different from that traditionally associated with the sex they were assigned at birth. This school will respect the confidentiality of those seeking gender re-assignment and will provide a supportive environment within the social community.
- 2.7. Grange Academy is opposed to all forms of prejudice and recognises that children and young people who experience any form of prejudice related discrimination may fare less well in the education system.
- 2.8. Grange Academy will ensure that all staff comply with the appropriate equality legislation and regulations.
- 2.9. Grange Academy will aim to ensure that admissions procedures will not discriminate in any way. It should be noted that however that these are handled by the Local Authority Assessment and Review Officer.
- 2.10. The school will:
 - Ensure staff are aware of their responsibilities, are given necessary training and support, and report progress to the governing board.
 - Ensure that the recording and reporting of equality and diversity is sufficiently scrutinised.
 - Foster positive attitudes and relationships, and a shared sense of cohesion and belonging, and ensure this is promoted in our policies, procedures and activities.
 - Observe good equalities practice in staff recruitment, retention and development, and ensure that all policies and procedures benefit all employees and potential employees regardless of their race, gender, disability, religion/belief, sexual orientation or age, and with full respect for legal rights relating to pregnancy and maternity.
 - Reduce and remove inequalities and barriers that already exist.

- Ensure that policies, procedures and activities benefit society as a whole, both locally and nationally, by fostering greater social cohesion, and greater participation in the public life of everyone, regardless of their race, gender, disability, religion/belief, sexual orientation or age.
- Ensure staff promote an inclusive and collaborative ethos in the school, challenging inappropriate language and behaviour, responding appropriately to incidents of discrimination and harassment, and showing appropriate support for pupils with additional needs, maintaining a good level of awareness of issues surrounding equalities.

3. Equality Objectives 2019-20

3.1. Whilst continuously aiming to improve the implementation of equality related policies and procedures, Grange Academy has established the following objectives for the school year 2018-19:

- To analyse the academic progress of specific pupil cohorts (gender, ethnicity etc.) on a termly basis and put intervention plans in place as necessary.
- Review provision for EAL pupils and ensure that curriculum and wider school experience is fully accessible.
- To audit the involvement of ethnic minority pupils in 'whole school life' (clubs, residential etc.) and if necessary develop strategies to address issues that are identified.
- Review provision for pupils with physical disabilities and mobility issues and ensure that curriculum and wider school experience is fully accessible.
- To reduce the incidence of prejudice-related bullying in relation to the protected characteristics listed in the Equality Act 2010.
- To promote cultural development and understanding through a rich range of experiences both in and beyond the school.
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4. Roles and responsibilities

4.1. The LAB will:

- Ensure that the Grange Academy complies with the appropriate equality legislation and regulations.
- Meet its obligations under the Public Sector Equality Duty to publish equality objectives.
- Ensure that Grange Academy's policies and procedures are developed and implemented with appropriate equality impact assessments informing future plans.
- Ensure that the recording and reporting of equality and diversity data is sufficiently scrutinised.

- Ensure equal opportunities in its staff recruitment and promotion practices, professional development programmes and in membership of the governing board.
- Provide information in appropriate and accessible formats.
- Ensure that the necessary disciplinary measures are in place to enforce this policy.

4.2. The Head of School will:

- Implement the policy and its procedures.
- Ensure that all staff members receive the appropriate equality and diversity training as part of their HR induction and continuous professional development.
- Ensure that all parents, visitors and contractors are aware of and are in compliance with the provisions of this policy.
- Actively challenge and take appropriate action in any case of discriminatory practice.
- Address any reported incidents of harassment or bullying in line with DfE guidance.

4.3. Employees will:

- Be mindful of any incidence of harassment or bullying in the school.
- Address any minor issues of harassment or bullying in the school and report any major breaches of the policy to the Head of School.
- Identify and challenge bias and stereotyping within the curriculum and the school's culture.
- Promote equality and good relations, and not harass or discriminate in any way.
- Monitor pupils' progress and academic needs to ensure the appropriate support is in place.
- Keep up-to-date with equality legislation and its application by attending the appropriate training.

4.4. Pupils will:

- Not discriminate or harass any other pupil or staff member.
- Actively encourage equality and diversity in the school by contributing their cultural experiences and values.
- Report any incidences of bullying or harassment, whether to themselves or to others, to an appropriate member of the school staff.
- Abide by all the school's equality and diversity policies, procedures and codes.

4.5. Grange Academy will have an equality page on its website, in order to demonstrate how it is complying with the Public Sector Equality Duty in the Equality Act 2010, and advancing equality of opportunity.

5. Gender reassignment

- 5.1. The Act ensures legal protection against discrimination (direct or indirect) for everyone under the nine protected characteristics mentioned previously, including gender reassignment.
- 5.2. A person has the protected characteristic of gender reassignment if that person is proposing to undergo, is undergoing or has undergone a process (or part of a process) for the purpose of reassigning the person's sex by changing physiological or other attributes of sex.
- 5.3. All members of staff and pupils have a right to privacy, which includes the right to keep one's transgender status confidential. School staff should not disclose information that may reveal a child or other staff member's transgender status without with the explicit permission of the child and parent(s).
- 5.4. In consultation with the pupil a staff member will be identified in whom any transgender child can confide and who can deal with any issues that may arise, for instance bullying or harassment.
- 5.5. A glossary of terminology related to the transgender field can be found on the Gender Identity Research and Education Society website.

6. Uniform/dress policy

- 6.1. The Act does not deal specifically with school uniform or other aspects of appearance, such as hair colour and style, and the wearing of jewellery and make-up, but the general requirement not to discriminate in the treatment of pupils applies here in relation to other aspects of the school policy.
- 6.2. Grange Academy will ensure that its uniform policy does not discriminate because of race, gender, disability, religion/belief, sexual orientation or age.
- 6.3. Grange Academy will be sensitive to the needs of different cultures, races and religions and act reasonably in accommodating these needs, without compromising important school policies, such as school safety or discipline.

7. Curriculum

- 7.1. All pupils will be entitled to access to a curriculum and to teaching and learning opportunities which meet their needs, including extra support where this has been identified as a statutory need. When planning the curriculum, the school will take every opportunity to promote and advance equality.
- 7.2. The school will develop an appropriate curriculum for all pupils in all vulnerable groups.

8. Promoting equality

In order to meet our objectives, the school has identified the following priorities:

- 8.1. Grange Academy will provide auxiliary aids that are directly related to disabled children's educational needs as a reasonable adjustment so they can integrate wholly in all parts of school life.
- 8.2. Staff will ensure that all pupils are able to take part in extra-curricular activities and residential visits, and the school will monitor uptake of these visits to ensure no one is disadvantaged on the grounds of a protected characteristic.
- 8.3. Grange Academy will ensure that all forms of prejudice-motivated bullying is taken seriously and dealt with equally and firmly.
- 8.4. There will be differentiated schemes of work designed to meet the abilities and learning styles of all pupils.
- 8.5. There will be a clearly defined disciplinary system, which will be consistently enforced.
- 8.6. The school will increase access for disabled children and young people to the school curriculum and will take necessary steps to meet pupils' needs by using a variety of approaches and planning reasonable adjustments for disabled pupils, enabling our pupils to take as full a part as possible in the activities of the school.
- 8.7. The school will ensure there is adequate access to the physical environment of the school.
- 8.8. The school will modify the delivery of written information to disabled children and young people.
- 8.9. The school will listen to the views of advisory staff, outside agencies and local schools/agencies.
- 8.10. Throughout the year, the school will plan on-going events to raise awareness of equality and diversity.
- 8.11. Bullying and prejudice will be carefully monitored and dealt with accordingly. Regular training will be given to both existing and new staff to ensure that they are aware of the process for reporting and following up incidents of prejudice-related bullying.

9. Addressing prejudice related incidents

- 9.1. Grange Academy is opposed to all forms of prejudice and we recognise that pupils and staff who experience any form of prejudice related discrimination may fair less well in the education system.
- 9.2. The school will ensure that pupils and staff are aware of the impact of prejudice in order to prevent any incidents from occurring.
- 9.3. If incidents still occur, the school will address them immediately and report them to the LA.

10. Appeal process

- 10.1. Staff members retain the right to appeal against a decision on the acceptability of their appearance using Grange Academy's grievance procedure.

11. Monitoring and review

- 11.1. Grange Academy will review this policy annually to ensure that all procedures are up-to-date.
- 11.2. The policy will be monitored and evaluated in the following ways:
- Individual attainment data
 - Equal opportunities recruitment data
 - Ofsted inspection judgements on equality and diversity
 - Incident records related to harassment and bullying
- 11.3. Any changes made to this policy will be communicated to all members of staff.