



# Equality Policy

**'Everyone included, represented and celebrated'**

**Reviewed by Equalities, Diversity and Inclusion Staff Group on June 2022**

**Ratified by governors on 11 July 2023**

**Date of Next Review June 2026**

*This policy was written in consultation with the school 'Equality, Diversity and Inclusion' group*

## **Equality statement**

At Richard Cloudesley School, we are committed to ensuring equality of education and opportunity for all pupils, staff, parents and carers at the school irrespective of race, gender, disability, faith or religion or socio-economic background. We aim to develop a culture of inclusion and diversity in which all those connected to the school feel proud of their identity and able to participate fully in school life.

The achievement of pupils will be monitored by race, gender and disability and we will use this data to support pupils, raise standards and ensure inclusive teaching. We will tackle discrimination by the positive promotion of equality, challenging bullying and stereotypes and creating an environment which champions respect for all. At Richard Cloudesley, we believe that diversity is a strength, which should be respected and celebrated by all those who learn, teach and visit here.

## **Legal Duties**

As a school we welcome our duties under the Equality Act 2010. The general duties are to:

- eliminate discrimination
- advance equality of opportunity
- foster good relations.

We understand the principal of The Equality Act and the work needed to ensure that those with protected characteristics are not discriminated against and are given equality of opportunity.

A protected characteristic under the act covers the groups listed below:

- age
- disability
- race
- sex (including issues of transgender)
- gender reassignment
- maternity and pregnancy
- religion and belief
- sexual orientation
- Marriage and Civil Partnership

In order to meet our general duties, listed above, the law requires us to carry out some specific duties to demonstrate how we meet the general duties. These are to:

- Review Equality Information – The DfE guidance 'The Equality Act 2010 and Schools' states, 'It is *probably* helpful to consider what kind of information will be relevant'. As we are a small school and diving information into groups is likely to identify individuals, will not publish any information. Instead, governors will keep this under review.
- Prepare and publish equality objectives which we will review on an annual basis
- Consult the school community in the development of our equality objectives and report on progress against our objectives on an annual basis

We also recognise that our work on equality is central to the successful promotion of fundamental our values, especially in relation to the values of respect and acceptance and the rule of law. We will therefore ensure that our curriculum helps to prepare pupils for life in modern Britain and that we work proactively to address all forms of prejudice and discrimination, including derogatory and discriminatory language.

We recognise that these duties reflect international human rights standards as expressed in 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.

In fulfilling our legal obligations, we will:

- Recognise and respect diversity
- Foster positive attitudes and relationships, and a shared sense of belonging
- Observe good equalities practice, including staff recruitment, retention and development

- Aim to reduce and remove existing inequalities and barriers
- Consult and involve widely
- Strive to ensure that society will benefit

### **Addressing Prejudice Related Incidents**

This school is opposed to all forms of prejudice and we recognise that children and young people who experience any form of prejudice related discrimination may fair less well in the education system. We provide both our pupils and staff with an awareness of the impact of prejudice in order to prevent any incidents. If incidents still occur we address them immediately and may seek support from the Local Authority Equality Team.

### **Responsibility**

We believe that promoting equality is the whole school's responsibility:

<b>School Community</b>	<b>Responsibility</b>
Governing body	<ul style="list-style-type: none"> <li>• Involving and engaging the whole school community in identifying and understanding equality barriers and in the setting of objectives to address these.</li> <li>• Monitoring progress towards achieving equality objectives.</li> <li>• Publishing equality objectives.</li> <li>• Ensuring that staff have access to appropriate training and resources.</li> </ul> <p>Examples of how this is actioned:  <i>Staff surveys, link governor, open mornings, EDI group reports, monitoring the equalities objectives using the SIP</i></p>
Headteacher	<p>As above including:</p> <ul style="list-style-type: none"> <li>• Promoting key messages to staff, parents and pupils about equality and what is expected of them and can be expected from the school in carrying out its day to day duties.</li> <li>• Ensuring that all of the school community receives adequate training to meet the need of delivering equality, including pupil awareness.</li> <li>• Ensuring that all staff are aware of their responsibility to record report, and respond appropriately to prejudice related incidents.</li> </ul>
Senior leaders	<p>To support the headteacher as above, and:</p> <ul style="list-style-type: none"> <li>• Ensure fair treatment and access to services and opportunities.</li> <li>• Ensure that all staff are aware of their responsibility to record, report and respond appropriately to prejudice related incidents.</li> </ul>
Teaching Staff	<ul style="list-style-type: none"> <li>• Help in delivering the right outcomes for pupils.</li> <li>• Uphold the commitment made to pupils and parents/carers on how they can be expected to be treated.</li> </ul>

	<ul style="list-style-type: none"> <li>• Design and deliver an inclusive curriculum.</li> <li>• Ensure that you are aware of your responsibility to record, report and respond appropriately to prejudice related incidents.</li> </ul>
Non -teaching Staff	<ul style="list-style-type: none"> <li>• Support the school and the governing body in delivering a fair and equitable service to all stakeholders.</li> <li>• Uphold the commitment made by the head teacher/principal on how pupils and parents/carers can be expected to be treated.</li> <li>• Support colleagues within the school community.</li> <li>• Ensure that you are aware of your responsibility to record, report and respond appropriately to prejudice related incidents.</li> </ul>
Parents/Carers	<ul style="list-style-type: none"> <li>• Take an active part in identifying barriers for the school community and in informing the governing body of actions that can be taken to eradicate these.</li> <li>• Take an active role in supporting and challenging the school to achieve the commitment given to the school community in tackling inequality and achieving equality of opportunity for all.</li> </ul>
Pupils	<ul style="list-style-type: none"> <li>• Supporting the school to achieve the commitment made to tackling inequality.</li> <li>• Uphold the commitment made by the headteacher on how pupils and parents/carers, staff and the wider school community can be expected to be treated.</li> </ul>
Local community Members	<ul style="list-style-type: none"> <li>• Take an active part in identifying barriers for the school community and in informing the governing body of actions that can be taken to eradicate these</li> <li>• Take an active role in supporting and challenging the school to achieve the commitment made to the school community in tackling inequality and achieving equality of opportunity for all.</li> </ul>

**We will ensure that the whole school community is aware of the Equality Policy and our published equality information and equality objectives by publishing them on the school's website.**

**Breaches**

Breaches to this statement will be dealt with in the same ways that breaches of other school policies are dealt with, as determined by the headteacher and governing body, i.e., using the school disciplinary policy.

**Monitor and Review**

Every year, we will review our objectives in relation to any changes in our school profile. Our objectives will sit in our overall school improvement plan and therefore will be reviewed as part of this process.