



Jessop Stockwell Federation

Equalities Policy

Introduction

The policy outlines the commitment of the staff and Governors to promote equality. This involves tackling the barriers which could lead to unequal outcomes so that there is equality of access and diversity within the school community is celebrated and valued.

The Jessop Stockwell Federation is a multi-cultural, multi-racial community school. We believe that everyone in the federation is of equal value and should have equal opportunities in school, the community and in life.

We believe that equality in our federation should permeate all aspects of school life and is the responsibility of every member of the schools in the federation and the wider community. Every member of the school community should feel safe, secure, valued, and of equal worth.

This policy outlines core principles in line with the **Equality Act 2010** to prevent any form of discrimination against the characteristics of:

- Age
- Disability
- Gender identity
- Race
- Religion or belief
- Sex
- Sexual orientation
- Marriage and civil partnership
- Pregnancy, maternity and paternity

Aims

- Our main aim is to offer an education appropriate to each individual pupil's needs regardless of their race, colour, ethnic or national origins, gender, sexual orientation, disability, gender reassignment, pregnancy, paternity or maternity or religious beliefs.
- With regard to the revised SEND Code of Practice (2015), the Index for Inclusion and the Social Inclusion initiatives, we aim to ensure equal access to educational opportunities for all our pupils, and the opportunity to reach levels of attainment appropriate to their ability.
- We aim to ensure that everyone at the school, (staff, pupils, parents, carers, contractors and visitors) is afforded the basic rights of freedom and access to opportunity, including freedom from all forms of harassment or bullying. The school will operate a no tolerance policy for discrimination, direct or otherwise.

- We aim to ensure that active encouragement is given to all pupils in order to enable them to develop fully talents and personal skills for co-operative interaction and academic excellence. No person has the right to deny another person his or her educational opportunity.
- We aim to ensure that all persons working within the school, including supply staff and parent volunteers, adhere to the schools policies in regard to inclusion.
- We regard all our pupils as being of equal value and to ensure that the needs of all pupils are identified and met, and that they are able to achieve their full potential, helping to raise standards across the school.
- We aim to challenge in a positive way any form of prejudice, racism or sexism, whether overt or covert, which contradicts the school's Equality Policy. This means adopting a consistent and unambiguous stand, from which we strive to overcome prejudice and ensure equality of opportunity for all, thus protecting the rights and liberties of every individual.
- We aim to create and retain a workforce that is valued for its diverse contributions and represents different perspectives, ethnic backgrounds, experience and skills. To achieve this, the School will maintain strong community/parental links and Governors will give support to the School and all its stakeholders, to ensure an effective educational delivery.
- We aim to celebrate and support diversity through whole school celebrations of religious and national events; pupil celebrations of religion and nationalities; and parent workshops.
- We aim to educate pupils in regard to diversity through whole school approaches to areas, PHSE and develop core values of understanding and celebrating differences.
- We aim to identify areas where there is a lack of understanding of diversity and develop a whole school approach to address the areas of need.
- We aim to ensure that parent and carers support the equalities policy and continue the education and modelling of equality out of school.

Teaching and Learning

The federation sets out to provide opportunities for success and enabling pupils to reach their potential. This manifests itself through:

- Using data to monitor and track achievement of all pupils;
- Monitor achievement by ethnicity, disability and gender;
- Setting challenging targets;
- Promoting consistency in relation to behaviour;
- Celebrating achievement and effort of all pupils;
- Promoting values that challenge prejudice;
- Seeking parental support to improve pupils' learning;

Exclusions

The federation bases its exclusion procedures on the behaviour policy. This expresses the values that are important to the Jessop Stockwell Federation to ensure that exclusions are undertaken fairly. In order to achieve this we will continue to take the following action:

- Analyse pupils' data on a termly basis or more frequently if needed;
- Analyse end of year data;

- Work with outside agencies to provide support for pupils;
- Prepare reports for the Governing Board to ensure that any trends are identified;
- Ensure exclusions are used as a last and unavoidable strategy;
- Avoid exclusion of pupils with a high level of SENDs where possible;

Admissions

The federation has drawn up its own Admissions Policy fully in line with statutory guidance.

Expectations

Within these key aims the following expectations are required:

Governors and staff

- Staff will treat each other and all pupils with respect.
- Staff will examine the ideas and images in books and other resources and will challenge negative images and give all pupils positive images. In addition they will use a variety of materials in support of the diversities within the school and local community.
- Incidents of a discriminatory nature will be treated as a serious incident and recorded in the 'Serious Incident form'. Blank copies are kept in the class behaviour file and in the staff shared drive in the Inclusion folder. Once this form is filled in it will be immediately passed on to the Assistant Headteacher for Inclusion or, in her absence, to the Head of School.
- Staff will ensure that discrimination against others in contradiction to their own beliefs and diversities will be in line with the equalities policy.
- Policies on displays, notices, uniform, etc. in the federation will reflect its multi-racial and multi-cultural population.
- The federation values the fact that a large number of pupils are bilingual and will encourage the teaching and/ or use of the first languages.
- Preventing and dealing with discriminatory behaviour, abuse, bullying and intimidation is the responsibility of us all.
- Staff will ensure that incidents of bullying are followed in line with the Bullying Policy.
- The PHSE Co-ordinator will ensure that a broad and balanced curriculum is adhered to in relation to current and diverse issues, such as family structure, bullying, friendship, radicalisation etc.
- The Senior Leadership Team will ensure that cultural and religious differences are celebrated.
- Appointment and promotion of staff will be made and monitored in accordance with the federation's Equalities Policy. The Governing Board will monitor the balance at all levels of gender and ethnicity as well as membership of the Governing Board.
- Any visitors or supply staff visiting or working at the federation who become aware of any incidents of racism, sexism, disability or other discrimination should fill in the 'Serious Incident form and pass it on immediately to the Assistant Headteacher for Inclusion or, in her absence, to the Head of School.
- The school will follow the Preventing Extremism and Radicalisation Policy at all times and respond immediately to any related or concerning incidents reported by pupils and staff.

Pupils

- All pupils are valued and can expect to have their individual identities, e.g. race, religion, family structure treated positively and with respect.
- Pupils will be given the opportunity to discuss, identify and understand racism, sexism, disability and other forms of prejudice.
- Pupils will be able to contribute to the development of Equalities Policy and other school policies via PHSE lessons and School Council.
- All pupils can expect to be listened to and have their complaints investigated. If a pupil feels their complaint has not been properly dealt with they may take the matter to the Head of School or the Assistant Headteacher for Inclusion.
- Pupils who have suffered racist or sexist behaviour, bullying or intimidation will be provided full support. Pupils who commit such offences will be dealt with appropriately and parents will be informed; in extreme cases this may include fixed period or permanent exclusion.
- All pupils should treat each other and staff with respect.

Parents/Carers

- Parents/carers are very important to the federation and their views are welcome and valued at all times. We ask that all parents/carers fully support the federation's Equalities Policy.
- The federation will discuss with parents/carers any incidents of racist, disability, sexist abuse or bullying in which their children have been involved.
- Parents/carers should report to the Head of School any incidents of racism, sexism or bullying that they become aware of involving their child.
- Parents must treat members of staff, pupils and other parents with respect, in line with the aims of the Equalities policy.

Implementation

The federation has a statutory duty which must be met in line with legislation e.g. Race Relations (amendment) Act (2000); the Disability Equality Duty (2005) and the Equality Act (2010).

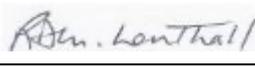
- As stated above all parties will adhere to the aims outline by the Equalities Policy. Any incidents of harassment or discrimination as outlined by the **Equalities Act 2010**; direct, by association, by perception or indirect will be dealt with as a matter of urgency in line with the Code of Conduct.
- The federation will operate the policy in respect of all staff appointments and promotions and will monitor gender and ethnicity balance.
- Eliminate racial discrimination.
- Promote equality of opportunity.
- Promote good relations between all the different ethnic groups.
- Promote equality of opportunity and take all the steps to meet the needs of those with a disability.
- Eliminate unlawful discrimination and harassment on the ground of gender.

Impact and assessment

Impact and assessment will be carried out on our policy and practice covering aspects of equality such as race, disability and gender. We will look for ways to improve practice as well as eliminate discrimination.

This policy statement will continue to be discussed with pupils, parents/carers, relevant parties, staff and governors.

The revision of the policy will be on-going, ensuring the involvement and commitment of the whole school community in the federation.

Policy compiled by:	AHT Inclusion	Date:	Autumn 2019
Policy to be reviewed by: Autumn 2023			
Signed Chair of Governors:		Date:	__/__/20__
Signed Lead Headteacher:		Date:	__/__/20__