

Bank View School



Equality Policy

Approved by: Full Governing Body
(*Chair signature*)

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Statement of intent

At Bank View School 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.

Bank View School 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.

Bank View School 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.

1. Legislative framework

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
- The Equality Act 2010 provides a modern, single legal framework with three broad duties:
 - Eliminate discrimination
 - Advance equality of opportunity
 - Foster good relations
- Bank View School 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.
- 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)

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

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. 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.

Bank View School 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.

Bank View School 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.

Bank View School will promote gender equality by eliminating unlawful discrimination and harassment, and promote the equality of opportunity between men and women, girls and boys.

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.

Bank View School 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.

Bank View School will ensure that all staff comply with the appropriate equality legislation and regulations.

Bank View School 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.

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

Whilst continuously aiming to improve the implementation of equality related policies and procedures, Bank View School has established the following objectives:

- To analyse the academic progress of specific pupil cohorts (gender, ethnicity etc) on a termly basis and put intervention plans in place as necessary.
- 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.
- To review our Key Stage 4 curriculum to ensure that it continues to result in outstanding outcomes for pupils in all groups.
- To reduce prejudice and promote understanding in relation to people who may be homosexual or bisexual.
- 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.

4. Roles and responsibilities

The governing board will:

- Ensure that the Bank View School complies with the appropriate equality legislation and regulations.
- Meet its obligations under the Public Sector Equality Duty to publish equality objectives.
- Ensure that Bank View'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.

The Headteacher 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.

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 Headteacher.
- 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.

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.

5. Gender reassignment

The Act ensures legal protection against discrimination (direct or indirect) for everyone under the nine protected characteristics mentioned previously, including gender reassignment.

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.

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).

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.

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

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.

Bank View School will ensure that its uniform policy does not discriminate because of race, gender, disability, religion/belief, sexual orientation or age.

Bank View School 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

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.

The school will develop an appropriate primary and secondary curriculum for all pupils in all vulnerable groups.

8. Promoting equality

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

Bank View School 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.

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.

Bank View School will ensure that all forms of prejudice-motivated bullying is taken seriously and dealt with equally and firmly.

There will be differentiated schemes of work designed to meet the abilities and learning styles of all pupils.

There will be a clearly defined disciplinary system, which will be consistently enforced.

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.

The school will ensure there is adequate access to the physical environment of the school.

The school will modify the delivery of written information to disabled children and young people.

The school will listen to the views of advisory staff, outside agencies and local schools.

Throughout the year, the school will plan on-going events to raise awareness of equality and diversity.

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

Bank View School 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.

The school will ensure that pupils and staff are aware of the impact of prejudice in order to prevent any incidents from occurring.

If incidents still occur, the school will address them immediately and report them to the LA.

10. Appeal process

Staff members retain the right to appeal against a decision on the acceptability of their appearance using Bank View's School's grievance procedure.

11. Monitoring and review

Bank View School will review this policy annually to ensure that all procedures are up-to-date.

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
- Any changes made to this policy will be communicated to all members of staff.