

Breachwood Green JMI



Equality Policy

**Version 4.0 April 2016
Next Review September 2018**

Breachwood Green JMI

Prepared By

Name	Role
Jane Tyler	Governor

Author

Name	Role
Mrs Bethel	Head Teacher

Approved By

Name	Role
Lis Greet	Chair of Governors
Margaret Ross	Governor responsible for Equality

Document Information

Document type:	Policy
Effective date	Sept 2013
Next review date	Sept 2018

Revision History

Version number	Date	Reason for change	Reviewer
First draft 1.0	May 2009	Creation	RB
2.0	June 2010	Reviewed and updated	RB/MR
3.0	Sept 2013	Reviewed and updated	AM
4.0	April 2016	Reviewed and updated	RB

Contents

1.0	Introduction	1
1.1	General duties	1
1.2	The specific duty to publish information and objectives.....	2
2.0	Main Outcomes	2
3.0	Consultation	2
4.0	Relationship to other policies	2
5.0	Roles and responsibilities	2
6.0	Monitoring and evaluation	3

1.0 Introduction

This policy is required to ensure that the school complies with equality legislation. Breachwood Green School recognises that it has to make special efforts to ensure that all groups prosper, including those with special educational needs; who have difficulties in accessing the school's facilities or services; who speak English as an additional language; who have frequent moves and lack stability leading to time out of school (e.g. children in care); who as children are caring for others; who come from homes with low income and/or inadequate home study space; who experience bullying, harassment or social exclusion; with low parental support or different parental expectations; with emotional, mental and physical well-being needs; who exhibit challenging behaviour; who come from minority ethnic groups including travellers, refugees and asylum seekers.

1.1 General Duty

At all times the school will have due regard to the need to:

- Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by the 2010 Equality Act
- Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it
- Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

The protected characteristics are:

- Age
- Disability – when the person has a physical or mental impairment which has a substantial and long term effect on his/her ability to carry out normal day-to-day duties
- Ethnicity and race
- Gender
- Gender reassignment – a transsexual person is someone who proposes to start or has completed a process to change his or her gender
- Marriage and civil partnership
- Pregnancy and maternity
- Religion and belief
- Sexual identity and orientation

Age applies to the school in their function as employers, not with regard to pupils. All of the other characteristics apply in relation to the school's approach to children, parents and carers and the wider community.

The school recognises that it is now unlawful to victimise a child for anything done in relation to the Act by their parent or a sibling.

The Act limits the circumstance in which we, as an employer, can ask health-related questions before a job offer is made. They are legitimate if they are designed to help us:

- Decide whether you need to make any reasonable adjustments for the person to the selection process
- Decide whether an applicant can carry out a function that is essential (intrinsic) to the job
- Monitor diversity among people making applications for jobs
- Take positive action to assist disabled people
- Assure ourselves that a candidate has the disability where the job requires the jobholder to have a disability

1.2 The Specific Duty to publish information and objectives

Information and objectives will be incorporated in the school improvement plan. Progress will be monitored and evaluated. Progress on the school’s objectives will be reviewed annually and then details published.

2.0 Main Outcomes

Be healthy; Stay safe; Enjoy and achieve; Make a positive contribution

3.0 Consultation

Parents, Governors, Staff and Pupils.

4.0 Relationship to other policies

This policy relates to the race equality, health and safety, SEN, curriculum, child protection, recruitment, selection and retention of staff, and pupil discipline policies.

5.0 Roles and Responsibilities

	Description
HeadTeacher	<p>will ensure that a school culture and ethos is established, maintained and developed which:</p> <ul style="list-style-type: none"> • celebrates diversity/equality and achievement • promotes high expectations, positive attitudes towards disabled people and those of different ethnic groups/religions • listens to and involves pupils, parents, carers and staff • communicates behaviour expectations • ensures that it welcomes applications for school places and jobs from all sections • ensures that incidents are reported, analysed, addressed swiftly and effectively, and reported on and that all termly returns to the LA on racial incidents and anti-bullying are accurate and submitted on time <p>She will also prepare an equalities plan with support from the governor with equality responsibilities and members of the senior management team to describe what the school will do to ensure that school policies and practice do not discriminate, directly or indirectly, against adults or pupils in the school; that the school is accessible to all; and that positive role models and a wider perspective will strengthen the school.</p>
Staff	actively implement this policy and the equalities plan, and support the monitoring of impact
Parents and Carers	will be consulted on the policy regularly and be kept informed through the school prospectus and home/school agreement.

Breachwood Green JMI

Visitors and contractors	will be made aware of the policy through relevant signs around the school and clauses in contracts.
Governing body	<p>incorporate equality targets into the school plan</p> <ul style="list-style-type: none"> • designate a lead governor for equality issues Margaret Ross • use its power to nominate governors to ensure its composition reflects the community it serves • encourage parents and staff from all ethnic groups when recruiting to the governing body • apply the principles of best value without discrimination when purchasing goods and services • monitor and evaluate the implementation and impact of this policy using the outcomes to inform future plans • review the issues arising from termly data returns submitted to the LA and consider any actions or issues arising • disseminate the outcomes of evaluation to the whole school community, together with a summary of the action to be taken <p>The governing body expects all members of the school community to be committed to this policy, and that visitors will comply with it. It accepts responsibility for ensuring that this policy is implemented in every aspect of school life. If there is a breach of the policy, the school will take appropriate action.</p>

6.0 Monitoring and evaluation

The governing body will monitor the pattern and frequency of equality related incidents. It will receive reports from the headteacher and staff that enable evaluation of the relevance of provision for dealing with equality related incidents – defined as any incident which is perceived by the victim or any other person to contravene the school's General Duty. Serious breaches constitute criminal offences.