



Equality Policy

Date Published: 04.02.19

Review Date: 04.02.22



We are committed to understanding the diverse nature of communities, recognising their role in promoting equality for different groups of people and ensuring pupils and staff feel valued and confident. We expect our pupils and staff to achieve their full potential here at Rushden Academy.

Objectives

In-line with published guidance from the Equality Act 2010, we will:

1. Increase staff's understanding of equality and its implications on a day-to-day basis to reduce or remove inequalities. We will communicate the commitment of the academy to the promotion of equal opportunities
2. Create and maintain an open and supportive environment which is free from discrimination and increase the level of pupil voice via the student forum and department reviews to include a fair representation of all pupils within our academy
3. Reduce any significant difference in the achievement, attendance or behaviour of groups of pupils; gender and disability in particular
4. Foster mutual tolerance and positive activities so everyone can feel valued
5. Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by the Equalities Act by removing or overcoming barriers for staff and pupils if they exist
6. Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it and foster good relations between all.
7. Make it clear, through our policies, that all discriminatory words, behaviour and images are unacceptable and ensure pupils recognise the use of inappropriate derogatory language can affect the well-being of an individual student.
8. Encourage persons who share a relevant protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low.

The Equality Act 2010 refers to protected characteristics which are:

1. Age (for staff only)
2. Disability
3. Gender reassignment
4. Pregnancy and maternity
5. Race
6. Religion or belief
7. Sex
8. Sexual orientation

How Rushden Academy complies with the public sector equality duty and meets the 8 objectives			
Protected characteristics	What evidence do we hold that we eliminate unlawful discrimination, harassment and victimisation?	How do we improve equality of opportunity between people who share a protected characteristic and those who do not?	How do we foster good relations between people who share a protected characteristic and those who do not and promote understanding?

<p>1. Age</p>	<p>We will not discriminate in the selection of new staff on any criteria apart from their ability to perform the role outlined within the job description.</p> <p>Abolition of default retirement age</p> <p>Flexible working hours if requested</p>	<p>All staff have access to continued professional development opportunities, advice and guidance.</p>	<p>Teaching methods will encourage positive attitudes and opportunities to work within and across departments supporting each other. Further CPD will enhance the practice of all staff regardless of age</p>
<p>2. Disability</p>	<p>Hate crimes based on disability are centrally recorded and reported upon to the Local Authority. Any such incidents are treated seriously with severe sanctions imposed.</p> <p>Inappropriate talk or actions that promote discrimination on the grounds of disability are challenged by staff and incidents logged centrally.</p> <p>SEND Reviews</p> <p>Learning for Life Days</p> <p>Through our schemes of learning</p> <p>Extra-curricular activities</p> <p>Through our performing arts productions & creative subjects</p>	<p>We aim to avoid stereotypical assumptions about pupils' abilities and aptitudes.</p> <p>All pupils are encouraged to consider the full range of options pre- and post-GCSEs.</p> <p>Access to differentiated lessons and curriculum options.</p>	<p>Use HUB support to assist pupils & deploy TAs where required.</p> <p>Keep in regular contact with parents and conduct review and planning meetings.</p> <p>We will take active steps to ensure that disabled parents are encouraged to become involved in the school.</p> <p>Participation will be monitored (eg parents' evenings).</p>
<p>3. Gender Reassignment</p>	<p>We will not discriminate in the selection of new staff on any criteria apart from their ability to perform the role outlined within the job description.</p> <p>Learning for Life Days Assemblies</p> <p>Through our schemes of learning</p> <p>Through our performing arts productions & creative subjects</p>	<p>All staff have access to continued professional development opportunities and this will be monitored.</p> <p>Curriculum and facilities are suitably differentiated to accommodate full inclusion.</p>	<p>Meet with parents and the pastoral team and clinicians as soon as aware.</p> <p>Support from school counsellors</p> <p>Issues of equality and diversity will feature in staff inductions, training and staff meetings, as appropriate.</p>

<p>4. Pregnancy and Maternity</p>	<p>We will adjust working practices in line with health and safety advice during pregnancy. We will uphold employment law relating to maternity and paternity leave. HR first point of contact Pastoral Team to care and support Through our schemes of learning Through our performing arts productions & creative subjects</p>	<p>We will support the education of any pupil is pregnant in line with health and safety advice. Staff meet with line manager to discuss necessary adjustments such as flexible working hours and follow a risk analysis.</p>	<p>Issues of equality and diversity will feature in staff inductions, training and staff meetings, as appropriate. Use external agencies where appropriate</p>
<p>5. Race</p>	<p>Race hate crimes are centrally recorded and reported upon to the Local Authority. Any such incidents are treated seriously with severe sanctions imposed. Through our performing arts productions & creative subjects Inappropriate talk or actions that promote racial discrimination are challenged by staff and incidents logged centrally. Learning for Life Days Assemblies Form time Through our schemes of learning Through our performing arts productions & creative subjects</p>	<p>Pupils' are tracked by groups, including ethnicity. Performance compared to the whole school community is monitored in relation to academic indicators as well as behaviour. We will ensure that admissions criteria are open to all ethnic groups and administered consistently and fairly.</p>	<p>Teaching methods will encourage positive attitudes to racial diversity and equality. Build on previous Learning for Life Day to promote greater understanding. Use parent forum Communicate via parent bulletin, twitter and facebook</p>

<p>6. Religion and Belief</p>	<p>Religious hate crimes are centrally recorded and reported upon to the Local Authority. Any such incidents are treated seriously with severe sanctions imposed.</p> <p>Inappropriate talk or actions that promote religious discrimination are challenged by staff and incidents logged centrally.</p> <p>Learning for Life Days Humanities lessons English lessons Assemblies</p> <p>Through our schemes of learning Through our performing arts productions & creative subjects</p>	<p>We will facilitate the need for pupils to observe religious requirements in relation to worship. Using representatives of other faiths to raise awareness.</p>	<p>Teaching methods will encourage positive attitudes to religious diversity and equality. We will acknowledge and celebrate a range of religious festivals throughout the year in assemblies and through our Learning for Life Days</p>
<p>7. Sex</p>	<p>Sexual crimes are centrally recorded and reported upon to the Local Authority. Any such incidents are treated seriously with severe sanctions imposed.</p> <p>Inappropriate talk or actions that promote sexual discrimination are challenged by staff and incidents logged centrally.</p> <p>Through our schemes of learning Through our performing arts productions & creative subjects</p>	<p>Pupils' are tracked by groups, including sex. Performance compared to the whole school community is monitored in relation to academic indicators as well as behaviour.</p>	<p>Teaching methods will promote achievement equally from both boys and girls.</p>

8. Sexual Orientation	<p>Homophobic hate crimes are centrally recorded and reported upon to the Local Authority. Any such incidents are treated seriously with severe sanctions imposed.</p> <p>Inappropriate talk or actions that promote homophobic discrimination are challenged by staff and incidents logged centrally.</p> <p>HR for staff</p> <p>Learning for Life days</p> <p>Assemblies</p> <p>Through our schemes of learning</p> <p>Through our performing arts productions & creative subjects</p>	All pupils will be encouraged to consider the full range of options pre and post GCSEs, regardless of sexual orientation.	Teaching methods will encourage positive attitudes to sexual diversity and equality
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Responsibilities

The Governing Body will ensure that:

- The academy complies with all equalities legislation
- The academy's equalities policy is maintained and reported on annually
- The actions, procedures and strategies relating to this policy are implemented & met

The Head Teacher and Senior Leadership will ensure that:

- In partnership with the Governing body, they provide leadership and vision in respect of equality
- Oversee the implementation of the equality policy
- Produce an annual report for Governors to include Key statistical information to assess if the academy is meeting the objectives.
- Pupil data is gathered on a regular basis to assess whether certain groups of pupils require additional support and to identify if there is a significant difference in the achievement, attendance and behaviour of specific groups of pupils.
- All staff perform their duties in a lawful manner and that proper training and support is provided accordingly
- Activities related to equality are coordinated and the impact is evaluated
- All who enter the school are aware of, and comply with, the equalities policy
- That staff are aware of their responsibilities and are given relevant training and support
- They take appropriate action in response to any prejudice-related incidents.
- When new staff are appointed that at least one member of the panel has gained a qualification on how to recruit staff, this is outlined more fully in our recruitment policy.

All staff will ensure that:

- They understand that they are personally responsible for ensuring that they act within the law
- They implement the school's equalities policy and objectives
- They deal with incidents of discrimination and know how to identify and challenge bias and stereotyping
- Ensure that they do not discriminate on grounds of the protected characteristics
- Keep up to date with equalities legislation

Review

The policy will be reviewed every 3 years.

In addition to this policy there are several Academy and Trust policies that help ensure we work towards eliminating discrimination and promoting equality and inclusion for all those with a protected characteristic. Pertinent policies and documents available on the website and secure site for staff include:

- Anti-bullying policy
- SEND Policy
- Community Cohesion and Preventing Extremism and Radicalisation Policy
- Intimate Care Policy
- Medical Support for Pupils
- Recruitment Policy
- Sex and Relationships Education Policy

This policy was approved by the board on: 04.02.19

Signature of AIB chair:

A handwritten signature in blue ink, appearing to be 'Tim Foster', written over a light blue horizontal line.

Name of AIB chair: **Tim Foster**

Date of renewal: 04.02.22