



EQUALITY

Introduction

This policy sets out our approach to promoting equality, as defined within the Equality Act (2010). It covers sex, race, disability, religion or belief, sexual orientation, pupils who are pregnant, undergoing or who have undergone gender reassignment.

Principles and Values

We are fully committed to equality of education and opportunity for staff, families and children and all those receiving services from us. We oppose all forms of unlawful or unfair discrimination including those on the grounds of: age, caring responsibilities, colour, disability including physical, sensory impairment, learning disability, ethnic or national origin, gender, HIV status, marital status, nationality (including citizenship), race, refugees, religion, seeking asylum, sex, sexuality, trade union membership, or working part-time.

We aim to provide our pupils with firm foundations that will enable them to fulfil their potential. We will seek to eliminate unlawful discrimination against pupils and staff by adhering to our duties as an employer under the legislation.

We believe that diversity is a strength, which should be respected and celebrated by all those who learn, teach and visit here

Therefore, we

- Will not tolerate discriminatory behaviour such as name calling, stereotyping, insulting remarks, offensive graffiti, undue pressure on individuals and bullying. We will not use literature that is biased and/or dependent upon stereotypes, nor will we allow the distribution of discriminatory literature or pamphlets or permit the wearing of offensive symbols
- Will take immediate and positive action against any discriminatory or prejudicial behaviours or offences whoever may be the perpetrator. Those responsible will be made aware of the establishment's opposition to discrimination and reasons will be given. Sanctions will be applied as judged appropriate according to the circumstances and having in mind a positive outcome.

We understand that Equality involves various things in our practices and provision including

- Recognising that people are different and that these differences must be equally valued and respected
- The provision of positive educational experiences and support to teach about equality and diversity and promote positive social attitudes and respect for all

We will pursue our equality duties to eliminate unlawful discrimination and harassment, promote equality of opportunity, and promote good relations and positive attitudes between people of diverse backgrounds in all its activities.

The principles of this policy apply to all members of the extended school community, pupils, staff, governors, parents and community members.

Promoting Equality

The overall objective of this Equality Policy is to provide a framework for each school to pursue its equality duties to eliminate unlawful discrimination and harassment, promote equality of opportunity, and promote good relations and positive attitudes between people of diverse backgrounds in all its activities.

Each school is committed to ensuring that no pupils, staff, parents, guardians or carers or any other person through their contact with the school receives less favourable treatment on any grounds which cannot be shown to be justified. All West Surrey Foundation schools are committed to ensuring this in terms of all protected characteristics identified within the Equality Act (2010) i.e, sex, race, disability, religion or belief, sexual orientation, pupils who are pregnant, undergoing or who have undergone gender reassignment. *(N/B Age is a protected characteristic within the Equality Act (2010), but not in relation to pupils of any age in a school – schools may organise their curriculum or classes in any way they choose without fear of a claim of discrimination on the grounds of age)*. In addition as part of good practice West Surrey Foundation schools also include other characteristics i.e, ethnic or national origin, language, marital or civil partnership status, age, responsibility for children or other dependants, trade union or political activities, social class and where the person lives.

Community Cohesion

West Surrey Foundation schools are committed to continuing work on community cohesion and the individual schools commitment to West Surrey Foundation is testament to this. West Surrey Foundation schools are committed to

- promoting understanding and engagement between communities
- encouraging all children and families to feel part of the wider community
- understanding and responding to the needs and hopes of all our communities
- tackling discrimination
- increasing life opportunities for all
- ensuring learning, teaching and the curriculum explores and addresses issues of diversity

Roles and Responsibilities within individual West Surrey Foundation Schools

School governors are responsible for:

- making sure the school complies with current equality legislation
- making sure this policy and its procedures are followed

The headteacher is responsible for:

- making sure the policy is readily available and that the governors, staff, pupils and their parents and carers know about it
- making sure its procedures are followed
- producing regular information for staff and governors about the policy and how it is working, and providing training for them on the policy, if necessary
- making sure all staff know their responsibilities and receive training and support in carrying these out
- taking appropriate action in cases of harassment and discrimination

All school staff are responsible for:

- modelling good practice, dealing with discriminatory incidents and being able to recognise and tackle bias and stereotyping
- promoting equality and avoiding discrimination against anyone
- keeping up to date with the law on discrimination and taking training and learning opportunities

Pupils are responsible for:

- keeping equality and diversity issues on the School Council agenda, through a shared input with staff on developing policies relating to this area. This may include the anti-bullying policy and specifically racist and homophobic bullying and developing school/class rules which challenge discriminatory behaviours.

Parents/Carers are responsible for:

- being aware of equality and diversity issues, through a shared input with staff on developing policies relating to this area. This may include the anti-bullying policy and specifically racist and homophobic bullying
- considering equality and diversity issues and understanding that the policy underpins everything that the school does in the local community e.g PTA and other school events.

Visitors and contractors are responsible for:

- Knowing and following our equality policy

Responsibility for overseeing equality practices within the school lies with a named member of staff and governor.

Responsibilities include:

- Coordinating and monitoring work on equality issues
- Dealing with and monitoring reports of harassment (including racist and homophobic incidents)
- Monitoring the progress and attainment of potentially vulnerable groups of pupils (e.g. children and young people in care, children from minority ethnic/language or Traveller communities, disabled pupils etc.)
- Monitoring exclusions

Monitoring, Reviewing and Assessing Impact

This Equality Policy is supported by a Single Equality Scheme for each West Surrey Foundation School. The scheme is linked to the individual school development/improvement plan and will include targets determined by each governing body for promoting equality. The scheme will be regularly monitored and reviewed by staff and governors to ensure that it is effective in eliminating discrimination, promoting access and participation, equality and good relations between different groups, and that it does not disadvantage particular sections of the community. Any pattern of inequality found as a result of impact assessment will be used to inform future planning and decision-making. The scheme will name a member of staff and governor who is responsible for equality will monitor specific outcomes (*see roles and responsibilities and indicate timescale*). The Headteacher will provide monitoring reports for review by the Governing Body. These will refer to the school population, key initiatives and progress against targets and future plans.

