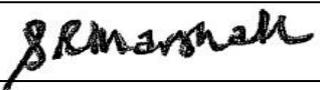




***“Maximising students’ abilities, ambitions and academic potential”***

## **Single Equality Policy**

|   |   |
|---|---|
| Recommended by: Staff and Student Committee |   |
| Date: Jan 2018                              |   |
| Approved by the Full Governing Body         |   |
| Signed:                                     |  |
| Next review due: Jan 2020                   |   |

*Broadoak Academy is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.*

## **1. Introduction**

At Broadoak Academy we are committed to ensuring that all students maximise their 'abilities, ambitions and academic potential'. We aim to foster an inclusive environment, developing high aspirations and expectations of all students and recognise our responsibilities, under the Equality Act 2010, to ensure equality of education and opportunity for all students, staff, parents and carers receiving services from the school, irrespective of race, gender, disability, faith or religion or socio-economic background.

We recognise our general equality duty under the Equality Act to:

- Eliminate all forms of discrimination, harassment and victimisation that are prohibited by the Equality Act.
- Advance equality of opportunity.
- Foster good relations between people who share a protected characteristic and those who do not.

## **2. Aims:**

The aims of this Policy are:

- to eliminate discrimination, harassment and victimisation;
- to promote positive attitudes to difference and good relationships between people with different backgrounds, genders, sexual orientation, cultures, faiths, abilities and ethnic origins;
- to ensure the Academy fulfils its statutory requirements, as detailed in the Equality Act 2010;
- to provide a clear guide for parents/carers and students about how equality is promoted across the Academy;
- to enable all students full and equal access to all aspects of Academy life;
- to ensure all staff, governors and volunteers at the Academy understand their role implementing their equality responsibilities.

## **3. Scope of the Policy**

A protected characteristic under the act covers the groups listed below:

- age (for employees not for service provision),
- disability
- race
- sex (including issues of transgender)
- gender reassignment
- maternity and pregnancy
- religion and belief
- sexual orientation
- Marriage and Civil Partnership

#### 4. Responsibilities

We believe that promoting equality is the whole Academy's responsibility. To implement the policy, it is expected that:

| <b>Academy Community</b> | <b>Responsibilities</b>  |
|--------------------------|--|
| The Governing Body will: | <ul style="list-style-type: none"> <li>• Ensure that people are not discriminated against when applying for jobs on grounds of any protected characteristic.</li> <li>• Ensure that the Academy environment gives access to people with disabilities, and also strive to make Academy communications as inclusive as possible for parents, carers and students.</li> <li>• Ensures that no child is discriminated against on account of any protected characteristic, including during the admissions process</li> <li>• Give due regard to our equality responsibilities when making decisions about the Academy</li> </ul>                                       |
| The Head Teacher will:   | <ul style="list-style-type: none"> <li>• Promote key messages to staff, parents/carers and students about equality and what is expected of them and can be expected from the Academy in carrying out its day to day duties.</li> <li>• Ensure that the Academy community receives adequate training to meet the needs of the policy, including student awareness.</li> <li>• Ensure that all staff are aware of their responsibility to record and report prejudice related incidents.</li> <li>• Take appropriate action in cases of harassment, victimisation and other breaches of the policy</li> </ul>  |
| Staff/Volunteers will:   | <ul style="list-style-type: none"> <li>• Promote an inclusive and collaborative ethos in the classroom</li> <li>• Model good practice, dealing with discriminatory incidents and being able to:               <ul style="list-style-type: none"> <li>• recognise and tackle bias and stereotyping</li> <li>• promote equality and avoid discrimination against anyone</li> </ul> </li> <li>• Keep up to date with the law on discrimination and take training and learning opportunities</li> <li>• Share concerns or issues with the Head Teacher or Senior Staff about students or other adults not acting in line with the Academy's equality duties</li> </ul> |
| Parents / Carers will:   | <ul style="list-style-type: none"> <li>• Support the Academy's equality ethos, for example, acting in accordance with the Behaviour and Anti Bullying Policies</li> <li>• Share concerns or issues with staff</li> </ul>   |

| Academy Community | Responsibilities   |
|-------------------|--|
| Students will:    | <ul style="list-style-type: none"> <li>• Support the Academy's equality ethos, for example, acting in accordance with the Behaviour and Anti Bullying Policies</li> <li>• Share concerns or issues with staff</li> </ul> |

## 5. Breaches/ Addressing Prejudice Related Incidents

Breaches of this policy will be dealt with in the same ways that breaches of other Academy policies are dealt with. The Behaviour and Anti Bullying Policies outline consequences for students not acting in accordance with equality legislation. For staff, this is outlined in the Disciplinary Policy and Procedures.

If discriminatory behaviour is witnessed, the member of staff will complete a Hate Related Incident form which will be used to monitor incidents across the Academy. Information is also provided to the local authority.

## 6. Monitor and Review

Every three years, we will review our objectives in relation to any changes in our Academy profile. Our objectives will sit in our overall Academy improvement plan and therefore will be reviewed as part of this process.

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## OTHER RELEVANT POLICIES

- Anti-bullying
- Exclusion
- Looked After Children
- Accessibility Plan
- Behaviour
- Safeguarding
- Child Protection
- Attendance
- Discipline Policy and Procedures
- Special Educational Needs and Disability

## Appendix One:

### Broadoak Academy Equality Objectives

1. To secure good or better progress for students through consistently high quality teaching and learning.

**Equality Objective:** *To improve outcomes for SEND students through developing quality first teaching strategies within the classroom*

- We will monitor the attendance and achievement of SEND students
- We will review Student Focus Meetings to provide further training for all teaching staff
- We will provide more targeted guidance and support for KS4 SEND students including how to revise

2. To close gaps in attainment and progress between all vulnerable groups, nationally and within Academy.

**Equality Objective:** *promote the attainment of Pupil Premium students across the Academy.*

- We will implement the Academy's Pupil Premium Action Plan
- We will ensure that Pupil Premium students are a focus for all staff, through staff briefing, regular information, analysis of performance data and line management meetings

3. To ensure excellent levels of attendance and outstanding behaviour for learning

**Equality Objective:** *help students to fulfil their full potential, by focusing support on improving the lives of the most vulnerable children, including those who experience bullying or exclusion.*

- We will introduce Anti Bullying Champions across the Academy
- We will use Student Support Meetings to consider the needs of vulnerable students and refer to appropriate support, in and out of Academy
- We will promote high standards of attendance through a high profile attendance policy and weekly celebration of attendance

For details of the implementation plan, please refer to the Academy's current improvement and development plans'

## **Appendix Two:**

How does the Academy comply with the Public Sector Equality Duty?

### **1. Eliminate all forms of discrimination, harassment and victimisation that are prohibited by the Equality Act**

- Implementing the Behaviour and Anti Bullying Policies
- Staff Code of Conduct
- Training for all staff regarding responsibilities under the *Guidance for Safer Working Practices for Adults Working with Children and Young People*
- Recording, monitoring and intervening in relation to Identity Based Bullying incidents

### **2. Advance equality of opportunity**

- Ensuring pupil premium students are able to access all aspects of Academy life through offering discounts/financial support for trips, uniform and free revision guides
- Encouraging all students to participate in extracurricular activities e.g. music or drama productions with staff from the Student Support Team supporting students in preparing for auditions
- Using Personal Education Plans (PEPs) for LAC students to promote academic attainment and engagement in wider Academy life
- Analysing key performance data (attainment, attendance, exclusions) by protected characteristics where appropriate to implement interventions where necessary

### **3. Foster good relations between people who share a protected characteristic and those who do not.**

- Developing an inclusive PSHCE curriculum which specifically addresses equality issues such as racism or homophobia across all year groups
- A comprehensive programme which promotes the delivery of students' social, moral, spiritual and cultural development through lessons across a range of subjects, assemblies and extracurricular events such as *One World Week* or *Anti Bullying Week*
- Ensuring displays across the Academy promote equality e.g. promoting the Academy's Stonewall Champion Award