



Equality Policy

Swakeleys School For Girls

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Control Sheet

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SWAKELEYS SCHOOL FOR GIRLS

Equality policy

1. Rationale

Swakeleys School For Girls and Sixth Form@Swakeleys are committed to promoting the welfare and equality of its staff, students and other members of the school community.

2. Objectives

- To treat all individuals with equal value.
- To eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Equality Act 2010.
- To advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it.
- To foster positive attitudes and good relations between persons who share a relevant protected characteristic and persons who do not share it (i.e. tackle prejudice and promote understanding).
- To take such steps as are reasonable to remove or minimise disadvantages suffered by persons who share a relevant protected characteristic that are connected to that characteristic.
- To take such steps as are reasonable to meet the needs of persons who share a relevant protected characteristic that are different from the needs of persons who do not share it.
- To provide a range of education and training programmes which encourage everyone to participate in learning.
- To ensure that recruitment, retention and development of staff is done so following the equality principles.
- To consider equality implications before and at the time that policies are developed as well as keeping them under review on a continual basis.
- To measure the extent to which policies and / or plans are having a negative or adverse, or positive impact on specific groups of individuals.
- To ensure that all marketing activities and procurement processes meet equality and diversity best practice.
- To respect the religious beliefs and practices of all individuals
- In both its delivery of services and the employment of its staff, the school will ensure that no person will be discriminated against due to any of the protected characteristics as detailed in the Act. This includes discrimination due to association or perception (where it is believed that an individual has a particular characteristic). The characteristics protected by the act are:
 - age
 - disability
 - ethnicity
 - gender reassignment
 - marriage and civil partnership
 - pregnancy and maternity
 - religion or belief
 - sex
 - sexual orientation

In addition to this no members of the school community will be discriminated against due to trade union membership or activities.

3. Success Criteria

Students, parents, staff and all those associated with the school feel that they are treated equally and their rights are respected. The school promotes an ethos of respect and promotes diversity of opportunity in all aspects of school life. Students and staff are well educated in relation to the Equality Act 2010 and the rights of all of those with protected characteristics. The school ensures that those who share protected characteristics are not disadvantaged in any way and that there is equality of opportunity for all.

4. Methodology

The school will

- Ensure staff are aware of their responsibilities, given necessary training and support, and report progress to the trustees.
- Ensure that the recording and reporting of equality and diversity matters is sufficiently scrutinised.
- Foster positive attitudes and relationships, 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 any protected characteristic, and with full respect for legal rights relating to pregnancy and maternity.
- Reduce and remove inequalities and barriers that already exist.
- 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 students with additional needs, maintaining a good level of awareness of issues surrounding equality.

The Trustees will

- Ensure that the school complies with the appropriate equality legislation and regulations.
- Effectively communicate and adopt this policy throughout the school
- Meet its obligations under the Public Sector Equality Duty (PSED) to publish equality objectives at least every four years.
- Ensure that the school's policies and procedures are developed and implemented with appropriate equality impact assessments informing future plans.
- Ensure that the school's Admissions Policy does not discriminate in any way.
- Ensure equal opportunities in its staff recruitment and promotion practices, professional development programmes and in membership of the Trust.
- Monitor and evaluate the effectiveness of the equality policy.
- Monitor education outcomes, incidents of harassment and discrimination and referrals by a range of criteria including protected characteristics.

The Headteacher will

- Implement this policy and its procedures.
- Ensure that all staff members receive the appropriate equality and diversity training as part of their induction and annual CPD programme.
- Ensure that all parents, visitors and contractors are aware of, and comply 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.

Staff will:

- Be mindful of any incidents of harassment or bullying in the school.
- Address any minor issues of harassment or bullying 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 students' 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.

In order to address our equalities objectives, Swakeleys School For Girls and Sixth Form at Swakeleys has identified the following priorities:

- To explore equalities issues and how students feel about them through school council and specifically-the diversity committee.
- To explore the experience of white British students at school.
- To continue an emphasis on the protected characteristic of disability in school displays and in the wider school environment.
- Review the anti-bullying policy with a specific focus on protected characteristics.
- To create a programme of visiting speakers and school guests to present on diversity topics.

Addressing Prejudice-related incidents

The school is opposed to all forms of prejudice and we recognise that students and staff who experience any form of prejudice-related discrimination may fare less well in the education system.

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

If incidents continue to occur, the school will address them immediately and report them through the appropriate procedure.

Curriculum

All students will be entitled to access a broad and balanced 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.

When teaching the curriculum, the school will promote equality and will not subject individuals to discrimination.

The school will develop an appropriate curriculum for all students.

The school will ensure PSHE lessons are designed for students to develop their knowledge of the world and the importance of equality.

Employment Provisions

The school is committed to providing equality of opportunity for all and ensuring that all stages of recruitment and selection are fair. Recruitment and selection procedures will be reviewed on a regular basis.

Where a candidate is known personally to a member of the selection panel it will be declared before shortlisting takes place. It may then be necessary to change the selection panel to ensure that there is no conflict of interest and that equal opportunities principles are adhered to.

As an employer, the school strives to ensure that discrimination and harassment is eliminated in our employment practice and we actively promote equality across all groups within our workforce.

The school will not discriminate against a potential employee in respect of whether to offer a job or the terms on which a job is offered. With regards to existing employees, the school will not discriminate against an individual in respect of the benefits, facilities and services it offers including training opportunities, promotion or dismissal (including discipline and suspension). All staff appointments and promotions are made on the basis of merit, ability and in compliance with the law.

The school is under a duty to make reasonable adjustments in relation to disability for employees or potential employees and will ensure that staff with disabilities have access to appropriate support in the form of aids, adaptations and other specialist services and will make reasonable adjustments to arrangements or practices to alleviate disadvantage.

Training

All staff will receive equal opportunities training which will include disability awareness / equality. This training will be part of staff induction as well as the CPD programme. All staff will receive appropriate training and opportunities for professional development, both as individuals and as groups or teams.

The school will ensure that no member of staff is denied access to any form of training because of an inaccessible venue or because the provision does not account for their disability.

Staff

The school is committed to ensuring that all staff are treated fairly and consistently and this is held to account through our staff performance management, discipline, conduct, and complaints policies.

Staff performance will be monitored and we expect that staff will feel able to voice complaints and grievances in confidence, trusting that the school will deal with their grievances fully, promptly, and fairly.

5. Evaluation:

The policy will be evaluated annually as part of the school cycle of self evaluation, lead by the Headteacher.

6. Review:

The policy will be reviewed by the Education Committee every two years, who have ultimate responsibility for this policy. They will review the policy as part of their cycle of reviews.