



EQUALITY POLICY AND EQUALITY OBJECTIVE - STUDENTS

Date for renewal/updates/review	Policy - December 2022 (yearly) Objectives – August 2024 (every 4 years)
Named person responsible for monitoring	Headteacher
Agreed by Full Governing Body	December 2021

1. Legal Duties

- 1.1 As a school we welcome our duties under the Equality Act 2010. The general duties are to:
- Eliminate discrimination, harassment, victimisation and other prohibited conduct
 - Advance equality of opportunity
 - Foster good relations
- 1.2 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 (for employees)
- 1.3 In order to meet our general duties listed above, the law requires us to do some specific duties to demonstrate how we meet the general duties. These are to:
- Publish equality information on the website – to demonstrate compliance with the general duty across its functions (we will not publish any information that can specifically identify any individual)
 - Prepare and publish equality objectives which we will review every 4 years
- 1.4 To do this we will collect data on the protected characteristics above and analyse this data to determine our focus for our equality objectives. The data will be assessed across our core provisions as a school. This will include the following functions:
- Admissions
 - Attendance
 - Attainment/progress
 - Exclusions
 - Prejudice related incidents
- 1.5 Our objectives will detail how we will ensure equality is applied to the service as listed above however where we find evidence that other functions have significant impact on any particular group we will include work in this area.

- 1.6 We also recognise that our work on equality is central to the successful promotion of fundamental British values, especially in relation to the values of respect and tolerance and the rule of the law. We will therefore ensure that our curriculum helps to prepare students for life in modern Britain and that we work proactively to address all forms of prejudice and discrimination, including derogatory and discriminatory language.
- 1.7 We recognise that these duties reflect international human rights standards as expressed in the UN Convention of the Rights of the Child, the UN Convention on the Rights of People with Disabilities, and the Human Rights Act 1998.
- 1.8 In fulfilling our legal obligations, we will:
- Recognise and respect diversity
 - Foster positive attitudes and relationships, and a shared sense of belonging
 - Observe good equalities practice, including staff recruitment, retention and development
 - Aim to reduce and remove existing inequalities and barriers
 - Consult and involve widely
 - Strive to ensure that society will benefit

2. Key Principles

- 2.1 We understand the principle of the act and the work needed to ensure that those with protected characteristics are not discriminated against and are given equality of opportunity.
- 2.2 To make this commitment real, we ensure that our policies and practices are based on the particular needs of our school and its community. This is guided by the following principles:
- Ensure that students have the opportunity to reach their potential in all areas of school life
 - Ensure that parents/ carers and students can make choices free from prejudice and stereotyping
 - Oppose any form of racism, sexism, disability discrimination, homophobia or any other form of discrimination
 - Value every student's language and cultural background
 - Promote respect between cultures

3. Our Vision

Empowering everyone to achieve.

4. Mission

We aim to achieve our vision by:

- Raising students above the ordinary by developing and delivering lifelong learning which transforms lives.
- Ensuring every person feels valued, safe and happy.
- Enabling students to feel proud of themselves, and also enjoy the success of others.
- Promoting a culture of mutual respect where everyone is treated as a valued member of the school community.

- Encouraging positive communication so that words and actions are thoughtful, supportive and motivational.
- Placing parents and carers at the heart of the life of the school.
- Respecting and promoting the spiritual, moral, social and cultural development of every individual.
- Recruiting well-qualified and highly committed staff.
- Adopting an ethos of continuous improvement within all aspects of school life.

We underpin our vision and mission by embracing the values of: Respect, Ambition, Reliability and Resilience.

5. Addressing Prejudice Related Incidents

This school is opposed to all forms of prejudice and we recognise that children and young people who experience any form of prejudice related discrimination may fair less well in the education system. We provide both our students and staff with an awareness of the impact of prejudice in order to prevent any incidents. If incidents still occur, we address them immediately and report them when we access support.

6. Responsibility

We believe that promoting Equality is the whole school's responsibility.

School Community	Responsibility
Governing Board	<ul style="list-style-type: none"> • Ensure the school is complying with all duties set out in the Equality Act 2010. • Involve and engage the whole school community in identifying and understanding equality barriers and in the setting of objectives to address these. • Monitor progress towards achieving equality objectives. • Publish data and publishing equality objectives. • Ensure that staff have access to appropriate training and resources. • Provide equal employment opportunities for all staff and comply with all relevant employment and equalities legislation and regulations. Consider the use of Equality Impact Assessments (EIAs) and Data Protection Impact Assessments (DPIAs) where relevant.
Headteacher	<p>As above including:</p> <ul style="list-style-type: none"> • Promote key messages to staff, parents/ carers and students about equality and what is expected of them and can be expected from the school in carrying out its day to day duties. • Ensure that all school community receives adequate training to meet the need of delivering equality, including pupil awareness. • Ensure that all staff are aware of their responsibility to record report and respond appropriately to prejudice related incidents. • Ensure reasonable adjustments are made where legally required. • Deal with any form of discrimination, harassment, victimisation or bullying immediately, taking appropriate action under the school/academy's disciplinary policy and procedure.

Senior Management Team	<p>To support the Headteacher as above including:</p> <ul style="list-style-type: none"> • Ensure fair treatment and access to services and opportunities. • Ensure that all staff are aware of their responsibility to record, report and respond appropriately to prejudice related incidents. • Complete thorough EIAs at required stages when undergoing a restructure or significant change to a service to ensure a change does not unlawfully discriminate against any group of staff based on their protected characteristic and that any potential negative impact is minimised. • Carry out DPIAs before implementing a new technology that is likely to result in a high risk to the rights and freedoms of individuals.
Teaching Staff	<ul style="list-style-type: none"> • Help in delivering the right outcomes for students. • Uphold the commitment made to students and parents/carers on how they can be expected to be treated. • Design and deliver an inclusive curriculum. • Ensure that you are aware of your responsibility to record, report and respond appropriately to prejudice related incidents. • Understand that behaviours that are deemed to be unacceptable and a contravention of the equality policy will be dealt with as a disciplinary matter under the scope of the school's disciplinary policy and procedure.
Support Staff	<ul style="list-style-type: none"> • Support the school and the governing body in delivering a fair and equitable service to all stakeholders. • Uphold the commitment made by the Headteacher on how students and parents/carers can be expected to be treated. • Support colleagues within the school community. • Ensure that you are aware of your responsibility to record, report and respond appropriately to prejudice related incidents. • Understand that behaviours that are deemed to be unacceptable and a contravention of the equality policy will be dealt with as a disciplinary matter under the scope of the school's disciplinary policy and procedure.
Parents/ Carers	<ul style="list-style-type: none"> • Take an active part in identifying barriers for the school community and in informing the governing body of actions that can be taken to eradicate these. • Take an active role in supporting and challenging the school to achieve the commitment given to the school community in tackling inequality and achieving equality of opportunity for all.
Students	<ul style="list-style-type: none"> • Supporting the school to achieve the commitment made to tackling inequality. • Uphold the commitment made by the Headteacher on how students and parents/ carers, staff and the wider school community can be expected to be treated.
Local Community Members	<ul style="list-style-type: none"> • Take an active part in identifying barriers for the school community and in informing the governing body of actions that can be taken to eradicate these • Take an active role in supporting and challenging the school to achieve the commitment made to the school community in tackling inequality and achieving equality of opportunity for all.

We will ensure that the whole school community is aware of the Equality Policy and our published equality information and equality objectives by publishing them on the school's website.

7. Breaches

Breaches to this statement will be dealt with in the same way that breaches of other school policies are dealt with, as determined by the headteacher and governing board.

8. Monitor and Review

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

This Policy will be reviewed by the School on an annual basis.

Equality Objectives 2021-22

Sir William Ramsay School works to eliminate all forms of unlawful discrimination.

This is achieved through the following objectives:

1. Promotion of cultural understanding and awareness of different religious beliefs between different ethnic groups within our school community
2. Actively close gaps in achievement, attendance and exclusions between students and all groups of students; especially disadvantaged students, students with special educational needs and disabilities and students from minority ethnic groups
3. Continue to improve accessibility across the school for students, staff and visitors with disabilities, including access to specialist teaching areas
4. Endeavour to ensure diversity in the staff body and in leadership roles
5. Continue with staff training on protected characteristics and subconscious bias
6. Reduce the incidence of the use of racist, homophobic and sexist language by students in the school
7. Review relevant school policies to ensure they clearly reflect the aim of inclusivity.