



EQUALITY POLICY AND PRINCIPLES

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Approved by: Governors and Senior Leadership Team

Responsible Governor:

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1.0 Introduction

Netherhall Learning Campus welcomes its duties under the new Equality Act (2010).

The Equality Act establishes 9 protected characteristics which apply to schools. Only the first 7 characteristics apply to pupils:

- Disability
- Race
- Sex
- Gender reassignment
- Pregnancy and maternity
- Religion or belief
- Sexual orientation
- Marriage and civil partnership
- Age

2.0 Public Sector Equality Duty (2011)

2.1 Public Sector Equality Duty (2011)

This policy sets out how Netherhall Learning Campus has paid due regard to the need:

- **to eliminate discrimination**, harassment, victimisation and any other conduct that is prohibited by or under this Act
- **to advance equality of opportunity** between persons who share a relevant protected characteristic and persons who do not share it
- **to foster good relations** between persons who share a relevant protected characteristic and persons who do not share it.

2.2 Specific Duties under the Public Sector Equality Duty

- To publish information which demonstrates our compliance with the need to have due regard for the three aims of the General Duty
- To prepare and publish specific and measurable objectives which we will pursue over the coming years to achieve the three aims

This scheme sets out the steps the Governing Body will take that will result in improved outcomes for all members of the school community in all aspects of school life, taking positive action to promote equality.

2.3 Definition of 'due regard' and how we aim to comply with the principles of the general duty

1. While making a decision that might affect an equality group, the decision-maker must have regard to the three aims of the Act at the time. This cannot be done in retrospect, nor can it be delegated
2. The duty will be exercised with rigour and with attention to relevant evidence, including that derived from consultation with staff and the wider community

3. The duty is continuing, so we will revisit it and bear it in mind constantly
4. We will keep records to show that the equality duties have been considered on each occasion

3.0 School Ethos, Vision and Values

3.1 School Ethos

At Netherhall Learning Campus we are committed to ensuring equality of education and opportunity for all pupils, staff, parents and carers, with a particular focus on those who share a protected characteristic. We recognise that treating people equally does not necessarily involve treating them all the same. We aim to include a culture of inclusion and diversity in which all those connected to the school feel proud of their identity and able to participate fully in school life.

The equality policy underpins the inclusive ethos of all school policies, working together to ensure all individuals achieve their potential and value themselves and their place in society.

3.2 What we already do

In order to comply with the public duty we have the following procedures in place to ensure that we consider the needs of all of our pupils in everything we do.

- i) Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act
 - We gather information from a range of sources when a pupil enters the school, e.g. family, child, and previous school in order to ensure the best provision is offered.
 - We track student's provision and progress in order to promote a positive experience across the Campus where individuals feel valued and safe.
 - Challenge and eradicate discrimination, for example, by acting quickly to deal with all bullying, including that which is aimed at groups as well as individuals, such as racist bullying
 - Give a high profile to rights and responsibilities by promoting human rights, justice and fairness throughout the curriculum and wider school community.
 - Working in partnership and consulting with pupils, parents, staff, stakeholders and the wider community to develop good practice and lead the equality agenda within our community

- ii) Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it we promote equality, for example by assessing the impact of our policies on different groups.

- iii) Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.
- We build and maintain positive and effective relationships in order to promote inclusion in all areas of the Learning Campus.
 - We review and evaluate the effectiveness of our school provision by working in collaboration and inline with Equality Act to ensure all individuals are entitled to a full and fair experience.
 - We promote community cohesion, for example, through working with a range of agencies to offer services and support to the wider community.

4.0 Impact Assessment

In order to ensure that our current provision and procedures comply with the requirements of the Equality Act we have carried out a review of all aspects of school life with regard to the protected characteristics by means of an Equality Impact Assessment.

All school leaders/managers have carried out an equality impact assessment of their area of responsibility for activities both within and beyond the school day (see appendix).

Any gaps in provision and practice that are identified form part of an action plan (see action plan – appendix).

Our future intention is to use an Equality Impact Assessment when we intend the following actions:

- to introduce new provision or practice
- to change or reduce provision or practice
- to remove provision or practice.

4.1 Consultation

Netherhall Learning Campus recognises the importance of taking account of people's differing experiences, needs and histories, and of the differing challenges and barriers which they may face. Bearing in mind the protected characteristics, consultation with those we have identified as likely to be affected forms part of every Equality Impact Assessment. Primarily we consult with pupils. However we also consult with parents/carers, staff, governors and other school users when appropriate. We consult in the following ways:

- We ensure that our school council is representative of all equality groups
- We consider the representation of all equality groups across activities and teams, such as sports teams, young leaders and prefects
- We consult with students through student voice activities
- We meet pupils individually to discuss their needs and progress in the following ways:
 - During class time
 - Planned meetings to review and reflect upon progress
 - Regular liaison with parents, phone calls, meetings
 - Parent review days

4.2 How we measure the impact of any changes

We monitor the ongoing impact of these changes on those who may be affected in the following ways:

- Tracking of pupil achievement across the school with an additional focus on equality groups
- Pupil surveys that demonstrate emotional health and well being, engagement and involvement in all aspects of the school environment
- Student voice
- Half term tracking of progress in all lessons/subject areas with an additional focus on equality groups

4.3 Publication and Review

The specific duties under this Act require us to be open and transparent about all our decision-making processes, intentions and results.

We record the results of our equality impact assessment and action taken. We review and publish this information and its impact on our pupils through:

- An annual report to the Governing Body
- A report on the school website
- Meetings with parents to share policy guidelines

5.0 Conclusion

This policy has been written as a joint Campus Policy. It is to be read in conjunction with the Teaching and Learning Policy, Spelling Policy, Handwriting Policy, Home Learning Policy, Behaviour and Rewards Policy, Assessment for Learning Policy and Display Policy.

6.0 Approval by the Governing Body and Review Date

This policy has been formally approved and adopted by the Governing Body at a formally convened meeting

Policy approved: _____

Date: _____

Date of Policy review: _____

Action Plan

Objective	Actions	Time scale	Person/s Responsible	Resources	Measurable Outcome
Establish new Equality policy through the Governing Body.	Establish new Equality policy through the Governing Body.	September 2012	Principal Vice Principal		The policy is in place for the start of the academic year 2012-13
Promote policy across the Campus	Ensure staff are made aware of the new policy in place	September 2012	Principal Vice Principal Senior Management Tem		The policy is in place and all staff are aware of policy guidelines for the start of the academic year 2012-13

Equality Impact Assessment

School	
Date	
Lead member of staff	
Other involved staff/role	

Proposed Plan

Background/ how this proposal has come about

Reason for proposal – to introduce new practice/provision
to change or reduce practice/provision
to remove practice/provision

Main stakeholders

Any legislation or guidance that informs the proposals

Is the proposal likely to have an adverse impact on compliance with the Equality Duty?

Eliminating unlawful discrimination, harassment and victimisation **Y/N**

Promoting equality of opportunity **Y/N**

Fostering good relations **Y/N**

Please explain

Consultation Process

With whom do you plan to consult?

How?

Where is the evidence of the consultation?

Potential Issues

Characteristic	Impact of proposal (specify if impact is to pupil, parent/carer, staff, governor, other)	Positive Negative Neutral	Can barrier be removed? Y/N
Disability			
Race			
Sex			
Gender reassignment			
Pregnancy, maternity			
Religion/belief			
Sexual orientation			
Marriage, civil partnership			
Age			

Explain in more detail