

Equality Policy

Wardle Academy Policy



1. INTRODUCTION

This Equality Policy is a public declaration of how the school will meet duties placed upon it by equality legislation (in particular the 2010 Equalities Act) and demonstrate good practice in equality and diversity.

Equality means ensuring that everyone is able to participate in the school's activities as a student, a member of staff, governor or visitor on an equal footing with their fellows.

Diversity acknowledges that there are differences between people which should be recognised, respected and celebrated. Wardle Academy is proud of its diverse community and is committed to fostering an environment of mutual respect and dignity.

The school's mission is:

'to develop a safe, stimulating and challenging learning environment in which all individuals are valued, respected, guided, enthused and prepared appropriately for the ever changing world in which we live'.

The Equality Policy is underpinned by the following values, principles and standards:

- equality and social justice
- acknowledging and respecting diversity
- respect for others
- elimination of all forms of prejudice and unfair discrimination
- active challenge to stereotypes, prejudiced attitudes and unfair discriminatory behaviour commitment to inclusive education which enables and supports all students to develop their full potential
- commitment to the positive development of all staff and governors
- accountability for compliance with this Policy by all members of the school community and others engaged in school business or activities.

2. LEGISLATIVE BACKGROUND AND REQUIREMENTS

There are a number of pieces of legislation, which seek to promote equality and eliminate discrimination. In April 2010 the Equality Act 2010 received royal assent. The Act seeks to consolidate and streamline antidiscrimination legislation and to strengthen the law to support progress on equality. This Equality Policy is a public declaration of how the school will meet the duties placed on it by equality legislation and demonstrate good practice in equality and diversity.

The protected characteristics under the Equality Act 2010 are:

- age
- disability
- gender
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief (including lack of belief)
- sexual orientation

With respect to all of these characteristics, Wardle Academy Trust will act to:

- eliminate unlawful discrimination
- eliminate harassment and bullying
- promote equality of opportunity
- foster good relations

In compliance with the specific legislation with respect to race, we will act to:

- eliminate unlawful racial discrimination
- promote equality of opportunity
- promote good relations between people of different racial groups
- assess the impact of our policies on students and staff of different racial groups
- monitor recruitment and progress of staff and students of different racial groups

In compliance with the specific legislation with respect to disability, we will act to:

- eliminate unlawful disability discrimination
- eliminate harassment of disabled people that is related to their disability
- promote equality of opportunity between disabled people and others
- promote positive attitudes towards disabled people
- encourage participation by disabled people in public life
- take steps to meet disabled people's needs, even if this requires treating disabled people more favourably than others
- involve disabled people in the development of our policies, priorities and practices with regard to disability
- monitor recruitment and progress of staff and students with and without disabilities

In compliance with the specific legislation with respect to gender, we will act to:

- eliminate unlawful gender discrimination and harassment
- promote equality of opportunity between men and women
- consider the need to include objectives to address the causes of any gender pay gap
- gather and use information on how the school's policies and practices affect gender equality in the workforce and in the delivery of services
- consult stakeholders and take account of relevant information in order to determine the School's gender equality objectives
- assess the impact of our policies and practices on gender equality

3. FORMULATING AND IMPLEMENTING EQUALITY OBJECTIVES

To put this policy into practice the school and Trust will determine a set of equality objectives to be achieved over the next three years. The school's Senior Leadership Team will be responsible for formulating these equality objectives and developing an Equality and Diversity Action Plan to deliver them.

The equality objectives will be based upon information gathered from a variety of sources including:

- consultation with staff and students
- feedback from students, carers, parents, student advocates and staff with disabilities
- student and employer satisfaction surveys
- feedback from external agencies and partners
- teaching and learning observations
- course and business support service reviews
- quality audits
- analysis of student and staff recruitment and retention
- analysis of student performance
- analysis of staff training and progress

- analysis of complaints, disciplinarys and grievances and their outcomes
- analysis of comments and suggestions

The chosen objectives will:

- promote equality of opportunity for members of identified groups
- eliminate unlawful discrimination, harassment and victimisation, and
- foster good relations between different groups

4. PUBLICATION

Dealing with complaints

Students bringing complaints under this Policy will do so through the school's standard Complaints Procedure. Staff complaints will be dealt with via their line manager in the first instance, then through the Staff Grievance Procedure where the matter cannot be resolved informally. Staff and students who contravene the Scheme will be subject to the appropriate Disciplinary Procedure. Complaints centred upon the headteacher will be dealt with via the Chief Executive Officer.

Three-year Equality Objectives 2016-19

1. To ensure that vulnerable groups of students achieve challenging targets and the gaps in attainment for these pupils are reduced. Students expected to make at least good progress.
2. To continue to raise attainment of Gifted and Talented students throughout the school – provide specific Gifted & Talented activities – through equality and excellence.
3. To ensure that all students have availability to extended school services.
4. To ensure that all students fully engage in extra-curricular activities, including band membership and sports representation.
5. Eradicate biphobic and transphobic (HBT) language and bullying.
6. To further foster good relations between different communities in our school.
7. To reduce the incident of the use of homophobic language by students in the school.
8. To promote cultural understanding between different ethnic groups within our school community.
9. To increase the extent to which all students, including in particular those with protected characteristics (as defined by the 2010 Equalities Act) feel valued and confident, and, in consequence, more likely to achieve their potential.
10. To increase the level of pupil voice to include a fair representation of all students in school, and in this way to foster good relationships in the school between those who have protected characteristics and those who do not.
11. To increase staff's understanding of equality and its implications on a day to day basis, and in this way to reduce or remove inequalities.
12. Engage children and young people in positive conversations about lesbian, gay, bisexual and transgender (LGBT) identities.

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