

Local Procedure Title	Equality Local Procedure
Site	Sketchley School, Forest House and Progression House
ECS Policy number and title	ES16: Equality of Opportunity
Local Procedure template reference	11
Local Procedure date	September 2018
Local Procedure review date	September 2019
Local Procedure Author(s)	J Wookey
Local Procedure Ratification	Checked and Approved by:

Purpose

The purpose of this policy is to help those working in and with Sketchley School, Forest House and Progression House to:

- Promote equality.
- Promote good relations between the whole school and extended community.
- Eliminate unlawful discrimination.

Context

The equality Act 2010 places a positive legal duty on schools to promote equality. This means that policies and practices which have a discriminatory effect on particular groups, are open to challenge in the courts.

Links to Other School Documentation

The School's aims and values include reference to:

- *Policy for Equal Opportunities*
- *Policy for courtesy, dignity and respect*

Principals

The Schools apply the following principles:

- Commitment to equality of opportunity for all.
- Commitment to the eradication of racism, sexism, ageism, homophobia and discrimination on any grounds.
- Recognition that every learner should be equipped with the knowledge, skills and achievements which they need for full participation in society.
- Recognition that every learner should be encouraged to develop skills of non-violent conflict resolution.
- Expectation that everyone will contribute to reducing and removing violence and harassment and discrimination of any sort from schools.

- Commitment to fostering attitudes of open-mindedness, empathy, understanding between different ethnic heritages and the concept of global citizenship.
- Commitment to fostering respect for the identities of students, students and staff, and their experiences, histories and concerns.
- Recognition that all learners are entitled to a multi-cultural and anti-racist education, irrespective of the presence or absence of learners who are from ethnic minorities.
- Commitment to creating a school and wider community to which all its members can feel they belong.
- Recognition that students, parents/carers, employees and the wider community, can all contribute to the achievement of harmonious relationships between people of different nationalities, religions and ethnic heritages.
- Recognition that there must be active monitoring and evaluation of policies and practice.
- Recognition of the need for the public accountability in reporting on discriminatory incidents, following up action and outcomes.

The Schools will promote equality across all areas of school activity in relation to:

- Progress, achievement and assessment.
- Behaviour, discipline and exclusion.
- Students' personal development and pastoral care.
- Students' relationships.
- Teaching and learning.
- Admissions and attendance.
- Curriculum.
- Staff recruitment and professional development.
- Partnerships with parents and communities.

Leadership, Management and Governance

The Schools are committed to:

- Being proactive in promoting equality and tackling discrimination.
- Encouraging, supporting and enabling all students and staff to reach their potential.
- Working in partnership with parents and the wider community to establish, promote and disseminate equality good practice and tackle discrimination.
- Ensuring that the policy is followed.

The responsibilities of the senior leadership team are:

- To ensure that the school complies with all anti-discrimination legislation.
- To ensure that the policy and its related procedures and strategies are implemented.

- To implement the policy and its stated procedures and strategies.
- To ensure that all staff are aware of their responsibilities and are given appropriate training and support.
- To take appropriate action in any cases of discrimination.

It is the responsibility of all staff to:

- Deal with incidents, and know how to identify and challenge bias, discrimination and stereotyping.
- Promote equality and not discriminate on any grounds.
- Keep up-to-date with legislation by attending training and information opportunities.

Visitors and contractors are required to be aware of, and comply with, the School's equality policy.

Policy Planning and Review

The School will assess and monitor the impact of this policy on students, staff and parents. This will be undertaken as follows:

Policy Planning and Development:

- Routinely considering the impact of policy development and planning on issues of discrimination.
- Periodic review of policy and update as necessary.
- Assessing the impact of the policy through consultation, evaluation and auditing tools, e.g. the Local Education Authority's Education Race and Equality Audit to Assist Schools Self Review.

Reviewing and Assessing Policies:

- Regularly reviewing, monitoring and assessing all policies and strategies for their effectiveness and impact in eliminating discrimination, promoting equality.
- Using the results of reviews and assessments to inform planning and decision-making.
- Making available the results of monitoring and assessment to parents.
- Providing such information in a way that ensures that individuals cannot be identified.

Training and Development

The Schools will:

- Develop a training strategy that includes training and support for staff in support of this policy.
- Use a range of methods to train and develop staff.

- Monitor and evaluate the effectiveness of training.

Promoting Policy

This policy will be promoted by:

- Making it available to all parents, students, and other interested parties.
- Making the policy available in special formats on request according to accessibility requirements.

This policy is also reflected in the School's policies on:

- Attainment, progress and assessment.
- Behaviour, discipline and exclusion.
- Admission and attendance.
- Curriculum.
- Personal development and pastoral care.
- Teaching and learning.
- Partnerships with parents and communities.
- School ethos.
- Staff recruitment and professional development.