



**MYTON SCHOOL, WARWICK**

## **EQUALITY POLICY**

### **LEGISLATION AND GUIDANCE**

**This policy meets the requirements of:**

- **The Equality Act 2010, which introduced the Public Sector Equality Duty and protects people from discrimination.**
- **The Equality Act 2010 (Specific Duties) Regulations 2011, which require schools to publish information to demonstrate how they are complying with the Public Sector Equality Duty and to publish equality objectives**
- **The DfE Guidance “The Equality Act 2010 and schools”.**

### **1. POLICY STATEMENT**

This School community believes in the equal value of all people. Everyone has the right to be treated with dignity and respect. It is therefore unacceptable within the school ethos for anyone to discriminate against, harass or victimise a person based on the ‘protected characteristics’ as defined by the Equality Act 2010:

- age
- disability
- gender reassignment
- race
- religion or belief
- sex
- sexual orientation
- marriage and civil partnership
- pregnancy and maternity.

All students and staff are expected to adhere to the principles of equality and any breach of this policy will be dealt with as serious misconduct under the disciplinary procedures. Staff refers to all those working in and for the school including volunteers, trainees, contractors, casual and agency staff)

### **2. AIMS:**

Under the General Equality Duty, the school aims to:

- a. Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act 2010.
- b. Advance equality of opportunity between people who share a protected characteristic and those who do not.
- c. Foster good relations between people who share a protected characteristic and those who do not.

We seek to achieve this through:

- Removing or minimising disadvantages suffered by people due to their protected characteristics.
- Taking steps to meet the needs of people from protected groups where these are different from the needs of other people.
- Encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low.

- Fostering caring and tolerant attitudes in all members of the school community and promoting understanding between people from different groups to build an inclusive environment that helps staff and students appreciate the benefits of diversity
- Taking action against all forms of abuse, harassment, bullying, and intimidation.
- Securing access to a curriculum which gives all students the chance to realise their full potential as well as preparing them for life in a multi-cultural society.
- Promoting good educational practice within the curriculum in relation to Equality. Attention will be paid to the content, teaching methods, attitudes and materials.
- Encouraging good community relations, building on the strengths of cultural and religious diversity and valuing all home and community languages.
- Operating an Equal Opportunities Policy in the recruitment, selection and promotion of staff.

## **Roles and responsibilities**

The Governing Body will:

- Ensure that the equality information and objectives are published and communicated throughout the school, including to staff, students and parents/carers
- Ensure that the published equality information is updated at least every year, and that the objectives are reviewed and updated at least every 4 years
- Delegate responsibility for monitoring the day-to-day achievement of the objectives to the Headteacher

The Equality Link Governor will:

- Meet with the designated member of staff for equality every term, and other relevant staff members, to discuss any issues and how these are being addressed
- Ensure they're familiar with all relevant legislation and the contents of this document
- Attend appropriate equality and diversity training
- Report back to the full governing board regarding any issues

Our Equality Link Governor is Mike Oldridge.

The Headteacher will:

- Promote knowledge and understanding of the equality objectives among staff and students
- Monitor success in achieving the objectives and report back to governors

The designated members of staff for equality will:

- Support the Headteacher in promoting knowledge and understanding of the equality objectives among staff and students
- Meet with the equality link governor every term to raise and discuss any issues
- Support the headteacher in identifying any staff training needs, and deliver training as necessary

Our designated members of staff for equality are Amy Hawkes and Simon Jones

All school staff are expected to support this policy to ensure that discrimination does not occur within the school environment. All staff have a duty to act in accordance with this policy and treat others with dignity and respect at all times. All staff must set an appropriate standard of behaviour, lead by example and ensure that those they manager adhere to this policy and promote the school's aims and objectives with regard to equality and diversity.

## Equality Considerations in Decision Making

The school will consider the impact of significant decisions on particular groups and keep a written record (Equality Impact Assessment) to show active consideration has been given and relevant questions have been asked.

When planning school trips and activities, this is recorded along with the risk assessment by the member of staff organising the activity and is stored electronically with the completed risk assessment.

## Advancing Equality of Opportunity

As set out in the DfE guidance on the Equality Act, the school aims to advance equality of opportunity by:

- Removing or minimising disadvantages suffered by people that are connected to a particular characteristic they have
- Taking steps to meet the particular needs of people who have a particular characteristic
- Encouraging people who have a particular characteristic to participate fully in any activities
- Publishing attainment data each academic year showing how students with different characteristics are performing
- Analysing this data to determine strengths and areas for improvement, implementing actions in response and publishing this information
- Making evidence available identifying improvements for specific groups
- Publishing further data about any issues associated with particular protected characteristics, identifying any issues which could affect our own students

## 3. STUDENTS

**Processes:** Admission, attendance, discipline and exclusion processes will be fairly applied. School admission criteria are clear and not selective. On entry to the school students are placed in Tutor Groups, which are mixed in terms of ability/gender/race. For lessons students are either grouped according to ability in the core, or in mixed ability classes.

**Curriculum:** The School is committed to delivering a global Anti-Racist Curriculum. This will be done both directly through teaching specifically Race Related issues and indirectly (e.g. looking at a variety of festivals and celebrations in Assembly, *promoting British Values, and encouraging discussion on anti-homophobic and transgender issues*). Our tutor programme links closely to themes of equality, diversity and respect. This is taught to all students in Year 7-13

**Resources:** Resources reflect the multicultural make-up of the school. Teachers will challenge stereotypes whether based on race/religion or gender. This can be seen through curriculum planning and design.

**Links:** The school is used out of hours by a wide variety of community groups and has good links with the local community including the work of diversity role models and the local Sikh community (invited to take part in assembly and lessons). Our work with Warwickshire Pride continues to provide training for staff and support for students.

**Harassment and bullying:** (*Please see separate policies on Harassment and Bullying, and Wellbeing and Positive Relationship/Anti-Bullying policy*): Harassment and bullying are not tolerated at Myton School. We will aim to deal with any incidents as soon as possible, recognising the serious nature of the incident. The Head of Year will speak to any students involved and contact the parents/carers as appropriate. Victims will be supported and reassured. Appropriate sanctions will be applied depending on the severity of the incident and repeated incidents will lead to the perpetrators/culprits(s) being excluded.

## 4. STAFF

- **Recruitment**

Myton School is keen to employ a diverse workforce throughout the school, on the basis of merit. We recognise the value of having a diverse workforce to act as a positive model for students and enrich the curriculum. The recruitment process will be monitored through voluntary completion of an Equality Monitoring form.

- **Promotion**

All staff will be made aware of opportunities for promotion and are equally encouraged to apply for promoted posts. Decisions will be made on the basis of merit.

- **Training**

Staff training needs will be identified through informal and formal staff appraisals. All staff will be given appropriate access to training to enable them to progress their development. CPD is available to all staff across the school and is tailored to their specific needs.

- **Responsibilities**

Staff will be regularly reminded of their responsibilities under the Equality Act and receive training on Equality as part of their induction and during their employment.

Where appropriate the school will take steps to identify and remove unnecessary or unjustifiable barriers and provide appropriate facilities and conditions of service to meet the needs of disadvantaged or under-represented groups.

## **5. REPORTING ON EQUALITY COMPLIANCE (the Specific duties)**

### **i. Equality Information**

The school will publish sufficient information to demonstrate our compliance with the general equality duty annually.

### **ii. Equality objectives**

The school will publish one or more equality objective(s) at least every four years to meet one or more aims of the general equality duty. This will be in a manner that is reasonably accessible to the public.

## **6. COMMUNICATION**

The policy statement will be communicated through the school website; school prospectus and Staff Handbook and the full policy will be available on request.

## **7. REVIEW OF THE POLICY**

The Governors' Finance, Personnel and External Committee is responsible for the implementation and overall review of the policy.

APPENDIX A – Myton School Equality Objective (2022 – 2025)

APPENDIX B - Accessibility Plan (2022-2025)

Revised: February 2022

Approved:

Next Review: Spring 2023