



Wade Deacon High School

Wade Deacon Trust

Exceptional Values

Exceptional Learning & Teaching

Exceptional Achievement

Equality Policy



Date of Governing Body Review: Autumn 2017

Next Review Due: Summer 2018

School Link: Mr I. Critchley

Purpose

The Equality Act 2010 replaced all previous equality legislation such as the Race Relations Act, Disability Discrimination Act and Sex Discrimination Act. At Wade Deacon High School we wish to create and maintain a trusting, secure and happy environment where everyone can work as equals. All members of the school community have responsibilities to promote equality of opportunity, experience and treatment, and to challenge stereotypes. Our school community consists of a diverse range of people – employees, visitors, students and parents. We need to celebrate our differences, by understanding them and enjoying the diversity this brings.

Objectives Statement

We want to foster mutual tolerance and our aim is for everyone to feel welcome and valued within the school community. We will do this by actively promoting equal opportunities and not discriminating either directly or indirectly against anyone on the grounds of colour, race, nationality, beliefs, sexuality or gender.

The school will ensure that:

- All students have opportunities to achieve their potential
- Expectations of all students are high and we fulfil our ‘commitment to excellence.’
- All students have access to and can make full use of, the school’s facilities and resources
- It reflects the community it serves and responds to its needs
- All students are prepared for life in a diverse and multi-ethnic society
- All students understand the meaning of prejudice, how discrimination occurs and how to take a stand against these
- It has a positive ethos and environment
- Racist, hate and discriminatory incidents are dealt with effectively
- Inclusion issues are taken seriously and are considered in all aspects of school life

Equal Opportunities

All students and adults within the school have a right to be treated with respect. This includes a right:

- To ensure that all learners have equal access to a rich, broad, balanced and relevant curriculum
- To advance equality of opportunity by ensuring that teaching, learning and curriculum promote equality, celebrate diversity and promote community cohesion by fostering good relations.
- To eliminate any discrimination, harassment and victimization. To ensure that no-one is unfairly or illegally disadvantaged as a consequence of their age, disability, gender, gender-identity, sexual orientation, colour, race, ethnic or national origin, disability or religious beliefs.
- To ensure that those with management responsibility and individual members of staff, accept responsibility for planning teaching, learning and curriculum apply this policy to all we do.
- To ensure that learners and parents are fully involved in the provision made by the school and to increase transparency.
- To ensure that within the school budget, adequate funding is provided to underpin this policy and that intervention, positive action and preventative action is funded where needed.
- Physical, emotional and verbal respect, free from violence, bullying and abusive language
- Respect for their gender, race and age

- Freedom from sexual comments or harassment and inappropriate use of humour
- The safety of their property
- Equal opportunities in relation to course access, recruitment, access to extra-curricular activities and, school visits

The Equality Act 2010 applies gender reassignment to anyone who is proposing to undergo, is undergoing or has undergone a process (or part of a process) for the purpose of reassigning their sex by changing physiological or other attributes of sex. We will protect any student taking steps to reassign their sex, whether those steps are social (for example changing their name, the pronoun they prefer and the way they dress or look) or include medical intervention (for example accessing hormone therapy or having surgery).

Strategies

- Monitoring, evaluation and review carried out by the Senior Leadership Team will ensure that procedures and practices within the school reflect the objectives of this policy.
- Parents and governors will be involved and consulted about the provision being offered by the school.
- Teachers will ensure that their planning, teaching and learning takes account of this policy and they will see that the Equality Duty underpins all their work.
- The diversity within our school and the wider community will be viewed positively by all and this diversity will be recognized as a positive, rich resource for teaching, learning and the curriculum.
- INSET opportunities will be provided for staff, to raise awareness of their Equality Duty and provide them with the knowledge, skills and understanding they need to meet the requirements of this policy.
- Active contributions will be sought of parents and others to enrich teaching, learning and the curriculum.
- The positive achievements of all pupils will be celebrated and recognized.
- To ensure that we welcome different families, including those with same sex parents.
- To ensure that separated parents are treated equally.
- To ensure that views of all stakeholders are gathered and evaluated, with areas for development actioned.

Students and adults within school are encouraged to challenge any inappropriate behaviour or comments. In the case of comments/incidents witnessed by others, silence and non-intervention will be viewed as agreement.

Support

Support is available for students from their Personal Tutor, Progress Leader, or any trusted adult. Some students may access the Achievement Centre staff or key workers/mentors as sources of help.

The curriculum of Wade Deacon High School will incorporate multi-faith teaching and learning about other cultures. This universal approach may include visits to places of worship, sites of specific religious/cultural interest, and the use of speakers from different faiths and cultures. Racist language and behaviour will not be tolerated. All incidents will be recorded and parents notified. Persistent racism will result in exclusion.

Wade Deacon High School welcomes its duties under the Equality Act 2010 and the Disability Discrimination Act 2005. We are committed to:

- Promoting equality of opportunity

- Promoting good relations between members of different racial, cultural and religious groups and communities
- Eliminating unlawful discrimination

In order to achieve these criteria we are guided by the following principles:

- Every student should have the opportunities to achieve the highest possible standards and the best possible qualifications for the next stages of their life and education
- Every student should be helped to develop a sense of personal and cultural identity that is confident and open to change, and that is receptive and respectful towards other identities
- Every student should develop the knowledge, understanding and skills that they need in order to participate in Britain's multi ethnic society, and in the wider context of an interdependent world
- Every student should have the right to be healthy, stay safe, enjoy and achieve, make a positive contribution and achieve economic well-being in accordance with the Every Child Matters agenda

These principles apply to the full range of our policies and practices, including those which are concerned with:

- Students' progress, attainment and assessment
- Behaviour, discipline and exclusions
- Students' personal development and pastoral care
- Admissions and attendance
- The curriculum content
- Staff recruitment and professional development
- Partnership with parents and communities

The school is opposed to all forms of prejudice including racism, sexism, homophobia and xenophobia. This includes prejudice which is directed towards religious groups and particular communities, for example, travellers, refugees and asylum-seekers. The school hopes through education and knowledge to teach respect, tolerance and understanding towards different beliefs, cultures and lifestyles. Racist/sexist jokes will be regarded as any other form of bullying and dealt with as such.

Religious Observance

We respect the religious beliefs and practices of all staff, students and their parents, and will comply with all reasonable requests relating to religious observance and practice.

Breaches of policy

Breaches of policy will be dealt with in the same way that breaches of other school policies are dealt with, as determined by the Principal and the governing body.

Monitoring and Evaluation

Lists of all students of ethnic minorities and Children in Care should be held centrally and the following data should be collected and evaluated by both gender and ethnicity:

- Examination results
- Attendance
- Bullying incidents

- Exclusions – both internal and external
- Destination at end of 11-16 education (as appropriate)

Responsibilities

The Governors' responsibility is to ensure that the school complies with the legislation and that this policy and its related procedures and strategies are implemented.

The Principal is responsible for implementing the policy and for ensuring that all staff are aware of their responsibilities by presenting all staff with the updated policy. They are responsible for ensuring that appropriate training and support is given through the normal staff development programme and that this issue is highlighted in the school development plan. They are responsible for taking appropriate action in any case of unlawful discrimination. All staff are expected to deal with racist, homophobic etc. incidents that may occur; to know how to challenge racial and cultural bias and stereotyping, and to incorporate principles of equality and diversity into all aspects of their work. In the case of support staff the appropriate action will be to report to their Line Manager and to document the incident appropriately.

(This policy can be read in conjunction with the Behaviour for Learning and Anti-Bullying Policies.)

School Characteristics

Characteristic	Breakdown	
Number of pupils	1585 pupils 837 male 748 female	
Number of staff	40 male 124 female	
Number of governors	10 in total 5 male 5 female	
Pupil Mobility	Leavers 2016/2017 = 30 Leavers 2017/2018 = 1 New Starters 2016/2017 = 8 New Starters 2017/2018 = 3	
Free School Meals Eligible for Pupil Premium	236 401	
Children in Care	24	
Care Leavers	17	
Ethnicity	Asian and any other ethnic group	4
	Bangladeshi	1
	Black - Ghanaian	1
	Black and any other ethnic group	2
	Chinese + any other ethnic group	2
	Indian	3
	Information Not Yet Obtained	80
	Italian	1
	Other Black African	1
	Other Chinese	2
	Other ethnic group	5
	Other mixed background	6
	Other Pakistani	2
Other White British	5	

	Sri Lankan Sinhalese	1
	Sri Lankan Tamil	3
	Traveller of Irish heritage	1
	Turkish	2
	White - Cornish	3
	White - English	1416
	White - Irish	4
	White - Scottish	1
	White - Welsh	3
	White + any other Asian Backgrnd	4
	White and any other ethnic group	6
	White and Black African	5
	White and Black Caribbean	7
	White and chinese	2
	White Eastern European	5
	White Other	7
English as an additional language	23 children	
Special Educational Needs	168 children – EHCP (5), Enhanced Provision (10), SEND Support (94), SEND Monitoring (59)	
Attendance	96%	

Our Equality Objectives 2017/18

- To ensure that the needs of all children, including vulnerable children, are met and are not disadvantaged due to their gender, race or disability.
- Ensure all have equal access to all aspects of the curriculum and that all are making good progress.
- To promote spiritual, moral, social and cultural development through all appropriate curricular and extra-curricular opportunities with particular reference to issues with equality and diversity.
- To promote cultural development and understanding through a rich range of experience both in and beyond the school.
- To avoid deterministic notions of fixed ability and to model teaching and learning behaviours that develop an open mind and avoid labelling.
- To ensure that children have an understanding that the freedom to choose and hold other faiths and beliefs is protected in law through direct teaching and collective worship.
- To eradicate prejudice related bullying in relation to the protected characteristics listed in the Equality Act 2010.
- To teach a range of strategies to aid resilience in relation to mental and emotional health.
- To raise pupil awareness of equality and diversity and further develop global awareness through our links with other schools and countries.
- To ensure that we welcome different families, including those with same sex parents.
- To ensure that separated parents are treated equally.
- To ensure that views of all stakeholders are gathered and evaluated, with areas for development actioned.
- Staff will further develop their ability to identify attainment and progress of different groups and will put actions into place to ensure that any differences have diminished.

