

Equality Policy

Weaverham High School



Approved by:	Governing Body
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Last reviewed on:	March 2023
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Next review due by:	March 2026
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WEAVERHAM HIGH SCHOOL EQUALITY POLICY

1. Introduction

- 1.1 At Weaverham High School we value the individuality of all our pupils and seek to be inclusive of their individual needs. We are committed to giving all our pupils every opportunity to achieve the highest standards. We do this by taking account of pupils' varied experiences and needs. We offer a broad and balanced curriculum, and have high expectations of all pupils. The achievements, attitudes and well-being of all our pupils matter. This policy is intended to help ensure that this school promotes the individuality of all pupils, irrespective of ethnicity, religion, SEN, disability, gender, sexuality or background.
- 1.2 This policy accords with the Equality Act 2010 which replaced the legislation of:
- Sex Discrimination Act 1975
 - Race Relations Act 1976
 - Disability Discrimination Act 1995

2. Aims and Objectives

- 2.1 At Weaverham High School we do not discriminate against anyone, be they staff or pupil or parent, on the grounds of ethnicity, religion, attainment, age, disability, gender, sexuality or background.
- 2.2 We promote the principle of fairness and justice for all through the education that we provide in our school.
- 2.3 We seek to ensure that all pupils have equal access to the full range of educational opportunities provided by the school.
- 2.4 We constantly strive to remove any forms of indirect discrimination that may form barriers to learning for some groups.
- 2.5 We ensure that all recruitment, employment, promotion and training systems are fair to all, and provide opportunities for everyone.
- 2.6 We challenge personal prejudice and stereotypical views whenever they occur.
- 2.7 We value each pupil's worth, we celebrate the individuality and cultural diversity of the community centred on our school, and we show respect for all minority groups.
- 2.8 We are aware that prejudice and stereotyping are often caused by poor self-image or by ignorance. Through positive educational experiences, and support for each individual's legitimate point of view, we aim to promote positive social attitudes, and respect for all.

3. Racial Equality

- 3.1 At Weaverham High School, we will:
- Strive to eliminate all forms of racism and racial discrimination;

- Promote equality of opportunity;
- Promote good relations between people of different racial and ethnic groups.

3.2 It is the right of all pupils to receive the best education the school can provide, with access to all educational activities organised by the school. We do not tolerate any forms of racism or racist behaviour. Should a racist incident occur, we will deal with it in accordance with school procedures.

3.3 We endeavour to make our school welcoming to all minority groups. We promote an understanding of diverse cultures through the topics studied by the pupils, and we reflect this in the displays of work shown around the school and in our ethos of Safe, Ready, Respect.

3.4 Our curriculum reflects the attitudes, values and respect that we have for minority ethnic groups. So, for example, in the curriculum topic on religious festivals, the pupils learn the importance of Diwali to Hindus and Sikhs.

4. Disability non-discrimination

4.1 We recognise some pupils at Weaverham High School have disabilities. We are committed to meeting the needs of these pupils, as we are to meeting the needs of all within the school. The school fully meets the requirements of the amended Disability Discrimination Act that came into effect in February 2010. All reasonable steps are taken to ensure that these pupils are not placed at a disadvantage compared with non-disabled pupils.

4.2 The school is committed to endeavouring to provide an environment that allows disabled pupils full access to all areas of learning. This is achieved through careful timetabling arrangements.

4.3 In some circumstances teachers modify teaching and learning as appropriate for pupils with disabilities. For example, they may give additional time to complete certain activities, or modify teaching materials, or offer alternative activities where pupils are unable to manipulate tools or equipment.

5. Gender Equality

5.1 We recognise that in some subject areas the achievement of one gender is greater than the other. We are committed to seeing all individuals and groups of pupils making the best progress possible at Weaverham High School.

5.2 We realise that although gender is one of the key factors affecting educational performance, it affects different sub-groups of boys and girls in different ways. We also seek to ensure that strategies designed to improve one gender's attainment do not do so at the expense of the other.

6. The role of the Governors

6.1 In this policy, the Weaverham High School governing body has set out its commitment to equal opportunities, and it will continue to do all it can to ensure that all members of the school community are treated both fairly and equally.

6.2 The governing body collects, analyses and evaluates a range of school data. We check that all pupils are making the best possible progress, and that no specific group of pupils is underachieving. To do this we monitor:

- Admissions;
- Attainment;
- Exclusions;
- Rewards and sanctions including Behaviour for Learning grades
- Parents' and pupils' questionnaires

- 6.3 The governing body seeks to ensure that people with disabilities are not discriminated against when applying for jobs at our school. The governors take all reasonable steps to ensure that the school environment properly accommodates people with disabilities.
- 6.4 The governing body will, where appropriate, make reference to arrangements for disabled pupils as outlined in the school profile.
- 6.5 The governors welcome all applications to join the school, whatever background or disability a pupil may have.
- 6.6 The governing body ensures that no pupil is discriminated against whilst in our school on account of their sex, religion or race. So, for example, all pupils have access to the full range of the curriculum. If a pupil's religion has a bearing on school uniform, then the school will deal with each case individually and sensitively, and with respect for the pupil's cultural traditions.

7. The role of the Headteacher

- 7.1 It is the headteacher's role to implement the school's policy on equal opportunities.
- 7.2 It is the headteacher's role to make sure that all staff are aware of the school policy on equal opportunities, and that teachers apply these guidelines fairly in all situations.
- 7.3 The headteacher ensures that all appointments panels give due regard to this policy, so that no one is discriminated against. Safer recruitment training has been undertaken by appropriate staff, at least one of whom will be present during the interview process.
- 7.4 The headteacher promotes the principle of equal opportunity when developing the curriculum, and in providing opportunities for training or staff development.
- 7.5 The headteacher promotes respect for other people in all aspects of school life; in the assembly, for example, respect for other people is a regular theme, as it is also in displays around the school.
- 7.6 The headteacher views all incidents of unfair treatment, and any racist incidents, with due concern.

8. The role of the Subject Leader

- 8.1 When designing schemes of learning, this policy will act as a guide both in their choice of topics for study and in how to approach sensitive issues:
- To ensure opportunities are provided in curriculum content to promote students' understanding of different environments and societies other than their own;
 - When devising curriculum policies and selecting resources all staff will ensure that teaching material is non-discriminatory;
 - To provide balance in themes or topics and planned learning experiences, taking into account the interest of both boys and girls;
 - To implement strategies to raise levels of achievement, aspirations and self-esteem in all students.

9. The Role of the Head of Year

- 9.1 It is the responsibility of the Head of Year to support pupils who may be at risk of being treated unfairly or being discriminated against owing to their ethnicity, religion, disability, gender, sexuality or background. They will do this through:-
- Ensuring minority pupils are integrated into social groupings.
 - Investigating and pursuing any reported incidents of unfairness or discrimination.

- By promoting the values of this policy within the ethos of their year group through assembly and other community activities.
- Implementing strategies to raise levels of achievement, aspirations and self-esteem in all students.

10. The role of the Teacher

- 10.1 At Weaverham High School teachers do their best to ensure that all pupils are treated fairly and with respect. We do not knowingly discriminate against any pupil.
- 10.2 When selecting materials, teachers strive to provide resources which give positive images and which challenge stereotypical images of minority groups or genders.
- 10.3 We seek to implement this policy when designing schemes of work, both in our choice of topics to study, and in how we approach sensitive issues.
- 10.4 All our teachers and support staff challenge any incidents of prejudice or racism. We record any racist incidents in the school log, and draw them to the attention of the Deputy Headteacher.

11. Monitoring and review

- 11.1 It is the responsibility of our governing body to monitor the effectiveness of this policy. The governors will therefore:
- Monitor the progress of pupils from minority groups, comparing it with the progress made by other pupils in the school;
 - Monitor the staff appointment process, so that no one applying for the post at this school is discriminated against;
 - Require the headteacher to report to governors annually on the effectiveness of this policy; take into serious consideration any complaints from parents, staff or pupils regarding equal opportunity;
 - Monitor the school's behaviour policy, and the numbers of exclusions, to make sure that pupils from minority groups are not unfairly treated.

Weaverham High School

Equality Impact Assessment of Policy on <Replace with Policy Name>

Group(s) Affected		Impact*	Strands Affected		Impact*
Staff		XXX	Disability		XXX
Students		XXX	Race / ethnicity		XXX
Parents		XXX	Age		XXX
Community	incl.	XXX	Gender		XXX
			Faith		XXX
			Sexuality		XXX
			Socio-economic status		XXX

* HIGH, MEDIUM, LOW or NONE

Outline, in relation to the groups and strands above, how this policy:-

1. Promotes Equality of Opportunity
2. Eliminates Discrimination
3. Encourages Participation in Public Life
4. Promotes Positive Attitudes
5. Eliminates Harassment
6. Meets Needs

Sources of Evidence

Any priorities to carry forward to Single Equality Scheme Action Planning