

SHENLEY BROOK END SCHOOL



Equality Policy

Review Information

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Annually
Headteacher

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Mission Statement

At Shenley Brook End School, we are committed to ensuring equality of education and opportunity for students, staff and all those receiving services from the school. We aim to develop a culture of inclusion and diversity in which people fulfil their full potential regardless of background, identity and circumstance. At Shenley Brook End, we are committed to creating a school community that recognises and celebrates difference. We appreciate that a culture which promotes equality will create a positive environment and a shared sense of belonging. We believe that diversity is a strength, which should be respected and celebrated by all those who learn, teach and visit here.

The Single Equality Duty

The Duty

The act replaced previous anti-discrimination laws with a single act to make the law simpler and to remove inconsistencies. This makes the law easier for people to understand and comply with. The act also strengthened protection in some situations.

The act covers nine protected characteristics, which cannot be used as a reason to treat people unfairly. Every person has one or more of the protected characteristics, so the act protects everyone against unfair treatment. The protected characteristics are:

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

The Equality Act sets out the different ways in which it is unlawful to treat someone, such as direct and indirect discrimination, harassment, victimisation and failing to make a reasonable adjustment for a disabled person.

Policy Commitments

Promoting Equality: Curriculum

We aim to provide all our students with the opportunity to succeed. To achieve this we will ensure:

- Curriculum planning reflects a commitment to equality;
- The curriculum prepares students for life in a diverse society and uses opportunities to reflect the background and experience of students and families in the school;
- There will be opportunities in the curriculum to explore concepts and issues related to identity and equality;
- The promotion of attitudes and values that celebrate and respect diversity and challenge discriminatory behaviour and language wherever it occurs;
- The use of images and materials which positively reflect a range of cultures, identities and lifestyles.

Promoting Equality: Achievement

There is a consistently high expectation of all students regardless of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, ethnicity, religion or belief, sex, sexual orientation. To secure the best possible outcomes we recognise that:

- Adults in the school will be expected to provide good, positive role models in their approach to all issues relating to equality of opportunity;
- It is important to identify the particular needs of individuals and groups within the school and to use targeted interventions to narrow gaps in achievement;

- A range of teaching methods is used throughout the school to ensure that effective learning takes place at all stages for all pupils;
- All students are actively encouraged to engage fully with other students in their own learning.

Promoting Equality: The ethos and culture of the school

At Shenley Brook End School, we are aware that those involved in the leadership of the school community are instrumental in demonstrating mutual respect between all members of the school community:

- We strive to achieve a feeling of openness and tolerance which welcomes everyone to the school;
- The children are encouraged to greet visitors to the school with friendliness and respect;
- The displays around the school reflect diversity across all aspects of equality and are frequently monitored;
- Reasonable adjustments will be made to ensure access for students, staff and visitors (including parents) with disabilities (this not only includes physical access, but takes account of wider access to school information and activities);
- Provision is made to cater for the cultural, moral and spiritual needs of all children through planning of assemblies, classroom based and off-site activities;
- Students' views are actively encouraged and respected. Students are given an effective voice for example, through the Student Voice Committee, student surveys and there are regular opportunities to engage with students about their learning and the life of the school;
- Positive role models are used throughout the school to ensure that different groups of students feel welcomed and included.

Promoting Equality: Countering and Challenging Harassment and Bullying

The school counters and challenges all types of discriminatory behaviour and this is made clear to staff, students, parents and governors;

- The school's Diversity in Behaviour Policy, written by our Head students, reflects the school's commitment to a restorative approach when tackling incidents relating to the protected characteristics;
- The school has a clear, agreed procedure for dealing with prejudice related to bullying incidents and has nominated members of staff responsible for recording and monitoring incidents;
- The school reports to Governors and LA on an annual basis the number of prejudice related incidents recorded in the school.

Promoting Equality: Partnerships with Parents/Carers and the Wider Community

Shenley Brook End School aims to work in partnership with parents/carers. To achieve this we:

- Take action to ensure all parents/carers are encouraged to participate in the life of the school;
- Maintain good channels of communication, e.g. through parents' evenings, information evenings, newsletters, planners, phone calls, emails, surveys to ensure parents' views are captured to inform practice;

- Encourage members of the local community to join in school activities and celebrations;
- Ensure that the parents/carers of newly arrived students are made to feel welcome.

Responsibility for the Policy

In our school, all members of the school community have a responsibility for promoting equality and equity.

The Governing Body has responsibility for ensuring that:

- The school complies with all equality legislation relevant to the school community;
- The actions, procedures and strategies related to the policy are implemented;
- The designated Equality Governor will have an overview, on behalf of the governing body, on all prejudice related incidents or incidents which are a breach of this policy and ensure that appropriate action is taken in relation to these incidents.

The Headteacher and Senior Leadership team has responsibility for:

- In partnership with the Governing body, providing leadership and vision in respect of equality;
- Overseeing the implementation of the equality policy;
- Co-ordinating the activities related to equality and evaluating impact;
- Ensuring that all who enter the school are aware of, and comply with, the equalities policy;
- Ensuring that staff are aware of their responsibilities and are given relevant training and support;
- Taking appropriate action in response to any prejudice-related incidents.

All school staff have responsibility for:

- The implementation of the school's equality policy;
- Dealing with incidents of discrimination and knowing how to identify and challenge bias and stereotyping;
- Ensuring they do not discriminate on grounds of ethnicity and culture, disability, sexual orientation or other groups vulnerable to discrimination.
- Keeping up to date with equality legislation.

Involvement and consultation

Shenley Brook End School has consulted with students, staff and service users in the development of our Equality Policy by:

- Sending out questionnaires to parent, carers, staff and the wider community of Shenley Brook End,
- Meeting weekly with the Equality student leaders to organise awareness events and to discuss equality issues at Shenley Brook End School,
- Informing parents, students and staff about Equality events in the school newsletter and inviting feedback.

For any question please email samekhfi@sbeschool.org.