Sackville School
Equality Policy and Objectives

Reviewed by: Helen Valentine **Date adopted:** May 2022
Next Review Date: May 2026

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Equality Policy and Objectives

Introduction

The duty to promote equality, as defined within the Equality Act (2010) covers race, disability, gender, age, religion or belief and sexual orientation along with pregnancy or maternity and gender reassignment. These are known within the Equality Act and within this policy as "protected characteristics". It requires all schools, when carrying out their functions, to have due regard to the need to:

- Promote equality of opportunity.
- Eliminate unlawful discrimination.
- Eliminate harassment and victimisation.
- Promote equality by recognising and celebrating differences between people.
- Encourage disabled people's participation in public life.
- Take steps to take into account people's disabilities, even where that involves more favourable treatment.

Sackville School is a large secondary school and its Equality Policy is a statement of vision and guidance. The separate public sector duty to promote equality, expressed through the Equality Scheme, outlines how we will fulfil this duty by providing a plan of action to tackle and eliminate aspects of discrimination.

Aims & Values

At Sackville School we are committed to ensuring community cohesion through the promotion of equality of opportunity and to ensuring that there is an understanding of diversity for all those within the school community. We recognise that schools exercise a powerful influence that can either reflect and reinforce discrimination and stereotyping or be a potent agent for countering such undesirable behaviour. Our aim is to eliminate unlawful discrimination and promote equal opportunities and good community relations in all areas of school life. This statement affirms the School's commitment to work proactively to promote equal opportunities and cohesion for all groups and in all areas, and offers ways of examining and, where necessary, improving professional practices.

Our mission statement is to create students who are capable, creative, caring and confident. Together we work to the UNICEF Rights Respecting School values.

Our strategic aim is to provide an outstanding education for the students of Sackville School.

Our key priorities are to: Raise levels of attainment and progress of all students at Sackville School through:

1. High quality planning, targeting, tracking and intervention (including impact on attendance)

2. Strong, accountable leadership at all levels of the school

3. High quality teaching, thereby ensuring a strong pace of learning

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At Sackville School we will work actively to promote equality and foster positive attitudes and commitment to an education for equality. We will do this by:

- Implementing the actions to meet the Equality Objectives within two years (see Appendix 1)
- Reporting on the progress of the Equality Objectives annually
- Reviewing and revising the Equality Objectives every two years

Equality is promoted through this Policy, the LA and school's Equality and Diversity in Employment Policy, the Equality Objectives (see Appendix 1) and the separate Disability Accessibility Plan (reviewed every three years).

Sackville School seeks to ensure that no students, staff, parents, guardians, carers or any other person through their contact with the school receive less favourable treatment on any grounds which cannot be shown to be justified.

Roles & Responsibilities

We recognise that the successful implementation of this policy requires commitment from all members of the school community.

The Governors will:

- ensure that the school complies with the current equality legislation
- ensure that this policy and its procedures are followed
- promote training, awareness and understanding within the Governing Body
- ensure the needs of those identified with protected characteristics are safeguarded when implementing change
- require an annual report on the implementation of the Equality Scheme

The Headteacher and Senior Leadership Team will:

- ensure that the policy is readily available and that the governors, staff, students and their parents/carers know about it.
- ensure that procedures are followed.
- produce regular information for staff and governors about the policy and how it is working, and provide training for them on the policy if necessary.
- ensure that all staff know their responsibilities and receive training and support in carrying these out
- take appropriate action in cases of discrimination and harassment
- plan for the needs of those identified with protected characteristics when implementing change
- promote equality of opportunity and tackle discrimination

The staff will:

- plan for the inclusion of all students in all activities both in and outside the classroom
- model good practice, dealing with discriminatory incidents and being able to tackle bias and stereotyping

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- promote community cohesion, equality and avoiding discrimination against anyone.
- keep up to date with the law on discrimination and taking training and learning opportunities.
- report all concerns, including racist and homophobic incidents

The students will:

- keep equality and diversity issues on the School Council agenda, through a shared input with staff on developing policies relating to this area
- include all students in school activities both inside and outside the classroom
- treat all staff and students with respect
- report all incidents of discrimination

Families will:

- inform the school of the needs of their children and how they can be met
- treat all members of the Sackville community with respect
- report all incident of discrimination

Visitors and contractors will:

- inform the school of their needs (access and communication within the school) and how they can be met
- treat all members of the Sackville community with respect
- report all incident of discrimination

Monitoring, Reviewing & Assessing Impact

The School's Equality Policy, practice and outcomes relating to equality, diversity and community cohesion will be kept under regular review through the Headteacher's termly report to the Governing Body. The practice and results in other related areas (e.g. recruitment, appointments, appraisals, rewards and sanctions, anti-bullying) will be considered and monitored to identify any indications of discriminatory and stereotyping practices and behaviour. Any issues identified in the annual monitoring will be addressed in the School Improvement Plan.

Publication

This Policy will be available to staff via the school intranet and to parents and other stakeholders on the school website.

This Policy is also supported by the:

Disability Equality Policy and Accessibility Plan

Gender Equality Statement

Race Equality Policy

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Appendix 1

Equality Objectives

2022-2024

- To fight for every child to achieve their full academic potential through progress monitoring of groups covered by the Equality Policy and appropriate interventions so that achievement gaps are narrowed or eliminated.
- To provide a safe and welcoming environment for all Sackville stakeholders where wellbeing, safeguarding and pastoral support are at the heart of our decision making.
- To proactively review and adjust our current curriculum content to offer a more inclusive experience for students which celebrates diversity, represents and reflects our school values and community
- To continue to develop bespoke programmes, such as collapsed PSHE and SMSC days, which educate our stakeholders on the issues faced by those protected by the Equality policy and to decrease discriminatory incidents.
- To provide enrichment and extracurricular opportunities which reach out to all our students including additional support for groups if necessary.

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