

WICKERSLEY

SCHOOL & SPORTS COLLEGE

POLICIES

The bottom half of the page features two large, overlapping, wavy grey shapes that resemble stylized hills or abstract waves. The top shape is a thick, light grey band that curves upwards from the left towards the right. Below it is a larger, darker grey shape that also curves upwards, creating a layered, mountain-like effect.

EQUALITY POLICY

1. Legislation

1.1 The Equality Act 2010 ("the Act") provides a modern, single legal framework with three broad duties:

- ❑ Eliminate discrimination;
- ❑ Advance equality of opportunity; and
- ❑ Foster good relations.

1.2 The school fully understands the principle of the Act and the work needed to ensure that those with protected characteristics are not discriminated against and are given equality of opportunity.

A protected characteristic under the act covers the groups listed below:

- ❑ Age;
- ❑ Disability;
- ❑ Race, colour, nationality, ethnic or national origin;
- ❑ Sex (including transgender);
- ❑ Gender reassignment;
- ❑ Maternity and pregnancy;
- ❑ Religion and belief;
- ❑ Sexual orientation; and
- ❑ Marriage and civil partnership (for employees).

1.3 In order to meet our general duties, listed above, the law requires us to do some specific duties to demonstrate how we meet the general duties.

These are to:

- ❑ Publish equality information – to demonstrate compliance with the general duty across its functions - We will not publish any information that can specifically identify any child.
- ❑ Prepare and publish equality objectives - to do this we will collect data related to the protected characteristics above and analyse this data to determine our focus for our equality objectives. The data will be assessed across our core provisions as a school. This will include the following functions:

- Admissions;
- Attendance
- Attainment;
- Exclusions; and
- Prejudice related incidents.

1.4 Our objectives will detail how we will ensure equality is applied to the services listed above however; where we find evidence that other functions have a significant impact on any particular group we will include work in this area.

We also welcome our duty under the Education and Inspections Act 2006 to promote community cohesion.

We recognise that these duties reflect international human rights standards as expressed in the UN Convention on the Rights of the Child, the UN Convention on the Rights of People with Disabilities, and the Human Rights Act 1998.

2. The Policy

2.1 The School's Equality Information and Objectives Policy draws together all previous equality legislation and details how Wickersley is fulfilling the requirements of the Act.

3. Our Ethos

We foster an ethos of high challenge, low fear, where students feel safe to express their opinions, be themselves, and 'have a go' without fear of ridicule or criticism.

- children are prepared for their future;
- all efforts are acknowledged and celebrated;
- everyone is valued and respected as an individual;
- we will educate our children about equality and diversity and where we pledge to meet the needs of all our individuals;
- everyone is encouraged to be part of and contribute to the community;
- encourage everyone to make healthy life choices.

4. Addressing Prejudice Related Incidents

4.1 Wickersley is opposed to all forms of prejudice and we recognise that children and young people who experience any form of prejudice related discrimination may fair less well in the education system. We provide both our pupils and staff with an awareness of the impact of prejudice in order to prevent any incidents. If incidents still occur, we address them immediately and report them to the Local Authority using their guidance material.

5. Objectives

5.1 In achieving compliance with the Act, objectives are set annually. Detailed below are Wickersley's current set of overriding objectives.

Objective Group	Objective
Pupil Achievement	<ul style="list-style-type: none"><input type="checkbox"/> All pupils are assessed, monitored and tracked through data collections.<input type="checkbox"/> Under-achievement is identified and appropriate intervention is applied.<input type="checkbox"/> Pupils are able to participate in a full range of extra-curricular opportunities.

Behaviour and Safety	<ul style="list-style-type: none"> <input type="checkbox"/> Pupils respect one another. <input type="checkbox"/> Pupils feel safe and valued. <input type="checkbox"/> Pupils, staff and parents know that misconduct and gross misconduct will be challenged.
Teaching	<ul style="list-style-type: none"> <input type="checkbox"/> All pupils experience 100% 'good or better' lessons.
Leadership and Management	<ul style="list-style-type: none"> <input type="checkbox"/> The school rewards and celebrates talent and advancement is based on merit. <input type="checkbox"/> No pupils (or their families) are disadvantaged academically, socially or emotionally. All staff are mindful of the academic and social needs of all children, especially potentially vulnerable children. <input type="checkbox"/> A nominated member of the SLT (Mr T Delight) is responsible for the collection, analysis and publication of equality data including the recording of prejudice-related incidents.

5.2 The school will make reasonable adjustments to meet the needs of disabled pupils and implement an accessibility plan aimed at:

- (a) increasing the extent to which disabled pupils can participate in the curriculum;
- (b) improving the physical environment of schools to enable disabled pupils to take better advantage of education, benefits, facilities and services provided; and (c) improving the availability of accessible information to disabled pupils.

5.3 Wickersley's leaders accept and welcome their responsibility to have due regard in decision making and actions to the possible implications for pupils with particular protected characteristics. They will consider equality implications before and at the time that they develop policy and take decisions.

6. Responsibility

6.1 We believe that promoting equality is the whole School's responsibility.

Wickersley does this by measures that include:

- (a) for pupils - implementation of policies on equal opportunities (including race and gender equality, special needs, behaviour and anti-bullying);
- (b) for staff - implementation of policies on equal opportunities, recruitment and selection, pay and anti harassment policy;
- (c) PSHE, RE and other elements within the curriculum promote friendship and understanding about cultures and lifestyles;
- (d) employing specialist staff to support pupils with special needs or disabilities, and implementing the Wickersley's disability access plan;
- (e) monitoring of welfare, with intervention and support where required;
- (f) taking steps to meet the particular needs of pupils or staff that have a particular characteristic.

6.2 Equality of opportunity and how we comply with our duties under the Equality Act 2010 and SEND Regulations 2014'.

We ensure that all students, regardless of gender, race, disability, religion or belief, sexual orientation or other individual circumstances, have an equal opportunity to access the curriculum. All students can access the full range of subjects in our curriculum offer, and we will make reasonable adjustments to ensure that any barriers a student faces in order to access any aspects of the curriculum are removed. This may include support from Teaching Assistants, provision of auxiliary aides or other equipment, and co-

working with external agency support. In delivering the curriculum, we ensure that all topics are delivered in an impartial way and without bias, to ensure that no student or group feels unfairly discriminated against by an approach to a topic or issue delivered as part of our curriculum.

School Community	Responsibility
Wickersley / Governors	Involving and engaging the whole Wickersley community in identifying and understanding equality barriers and in the setting of objectives to address these.
Headteacher	<p>As above including:</p> <p>Promoting key messages to staff, parents and pupils about equality and what is expected of them and can be expected from the School in carrying out its day to day duties.</p> <p>Ensure that staff have appropriate skills to deliver equality, including pupil awareness. Ensure that all staff are aware of their responsibility to record and report prejudice related incidents.</p>
Senior Leadership Team	<p>To support the Headteacher as above.</p> <p>Ensure fair treatment and access to services and opportunities. Ensure that all staff are aware of their responsibility to record and report prejudice related incidents.</p>
Teaching Staff	<p>Help in delivering the right outcomes for pupils.</p> <p>Uphold the commitment made to pupils and parents/carers on how they can be expected to be treated.</p> <p>Design and deliver an inclusive curriculum.</p> <p>Ensure that you are aware of your responsibility to record and report prejudice related incidents.</p>
Support Staff	<p>Support the School and the governing body in delivering a fair and equitable service to all stakeholders.</p> <p>Uphold the commitment made by the Headteacher on how pupils and parents/carers can be expected to be treated.</p> <p>Support colleagues within the School's community.</p> <p>Ensure that you are aware of your responsibility to record and report prejudice related incidents.</p>

Parents	<p>Take an active part in identifying barriers for Wickersley's community and informing the governing body of actions that can be taken to eradicate these.</p> <p>Take an active role in supporting and challenging the school to achieve the commitment given to Wickersley's community in tackling inequality and achieving equality of opportunity for all.</p>
Pupils	<p>Supporting Wickersley to achieve the commitment made to tackling inequality.</p> <p>Uphold the commitment made by the Headteacher on how pupils and parents/carers, staff and the wider community can be expected to be treated.</p>
Local Community Members	<p>Take an active part in identifying barriers for Wickersley's community and informing the governing body of actions that can be taken to eradicate these.</p> <p>Take an active role in supporting and challenging the School to achieve the commitment made to the community in tackling inequality and achieving equality of opportunity for all.</p>

7. Wickersley's equality objectives

The ethos of our schools is underpinned by the core values of justice, acceptance and social responsibility.

- 7.1 While aiming to improve continuously the implementation of equality related policies and procedures, and ensuring that due regard is taken always of the impact of actions and decisions on pupils and staff with particular characteristics, the School has established the following objectives for the period 2020-2021:
- (a) to remove barriers to learning at all levels so that students are able to flourish academically and personally regardless of gender, background, SEND, ethnicity, religion, sexuality or particular characteristics.
 - (b) to promote tolerance, consideration and understanding with the school, local community and wider community through our Wickersley values.
 - (c) We cannot prevent children from being racist, homophobic, misogynistic, by simply telling them that it's wrong. We want to establish the concept of "big debates" across the school, so that our work around prejudice and discrimination is not just an add on, but threads through who we are as a school.
 - (d) We have established a staff and student equality working party who are completing research and training on aspects of equality in order to improve and implement our equality related responsibilities. We also have a MAT wide equality group who are working on shared projects under shared equality values.