



SINGLE EQUALITIES POLICY

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**Signed: _____
Chair of the Resources Sub-Committee**

Portsmouth and Winchester Diocesan Academies Trust Single Equalities Policy

Revision Record

Revision No.	Date Issued	Prepared By	Approved	Comments
1	28 th April 2015	LG	RSC	New policy
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2 Statement / principles

The policy outlines the commitment of the Portsmouth and Winchester Diocesan Academies Trust and all staff and Governors of each Academy within the Trust, to promote equality. This involves tackling the barriers which could lead to unequal outcomes for identified groups of students, staff, parents/carers, governors and visitors in the Academy, ensuring that there is equality of access and celebrating and valuing the legacy and strengths within the Academy.

We believe that equality at each of our Academy's should filter through all aspects of Academy life and is the responsibility of every member of the Academy and wider community. Every member of the Academy community should feel safe, secure, valued and of equal worth. At St James CE Primary Academy, equality is a key principle for treating people with dignity and respect irrespective of their age, disability, gender, ethnicity, religious beliefs/faith, sexual orientation or any other recognised protected characteristic under the Equality Act 2010.

2.1 Monitoring and review

The responsibility for co-ordinating the monitoring and evaluation of this policy is the Principal, the governing body with the support and guidance from the PWDAT Academies Officer. They are responsible for:

- Providing updates on equalities legislation and the Academy's responsibilities in this regard;
- Working closely with the lead governor responsible for equality and diversity
- Supporting positively the evaluation of activities that monitor the impact and success of the policy from different groups, e.g. Special Educational Needs (SEN), Children in Care, Minority Ethnic including traveller and English as an Additional Language (EAL) students and Free School Meals, in the following recommended areas:
 - Pupils' progress and attainment

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- Teaching and learning
 - Behaviour, discipline and exclusions
 - Attendance
 - Admissions
 - Incidents of prejudice related bullying and all forms of bullying
 - Parental involvement
 - Participation in extra-curricular and extended Academy activities
 - Staff recruitment and retention
 - Visits and visitors

3 Policy commitments

3.1 Promoting equality: Curriculum

We aim to provide all our pupils with the opportunity to succeed, and to reach the highest level of personal achievement. To achieve this we will ensure:

- Curriculum planning reflects a commitment to equality;
- The curriculum prepares pupils for life in a diverse society and uses opportunities to reflect the background and experience of pupils and families in the Academy;
- There will be opportunities in the curriculum to explore concepts and issues related to identity and equality;
- The promotion of attitudes and values that challenge discriminatory behaviour and language;
- The use of non-stereotyped materials which reflect accurately a range of cultures, identities and lifestyles

3.2 Promoting equality: Achievement

There is a consistently high expectation of all pupils regardless of age, gender, ethnicity, ability, social background and sexual orientation. To secure the best possible outcomes we recognise that:

- Adults in the Academy 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 Academy and to use targeted interventions to narrow gaps in achievement;
- It is important to place a high priority on the provisions for special educational needs, disability and disadvantage;
- A range of teaching methods to be used throughout the Academy to ensure that effective learning takes place at all stages for all pupils and

that to promote pupil engagement, pupils are encouraged to be actively involved in their own learning.

3.3 Promoting equality: Ethos and culture

- At St James CE Primary Academy Academy, we are aware that those involved in leadership of the Academy community are instrumental in demonstrating mutual respect between all members of the Academy community;
- There should be a feeling of openness and tolerance which welcomes everyone to the Academy;
- The pupils are encouraged to greet visitors to the Academy with respect;
- The displays around the Academy will be of a high quality and reflect diversity across all aspects of equality
- Reasonable adjustments will be made to ensure access for pupils and visitors (including parents) with disabilities, wherever possible;
- Provision is made for the cultural, social, moral and spiritual needs of all pupils through the planning of worship, classroom based and off site activities;
- Pupils are given an effective voice, for example through an Academy Council and through termly pupil surveys, which regularly seek their views;
- Positive role models are used throughout the Academy to ensure that different groups of pupils can see themselves reflected in the Academy community.

3.4 Promoting equality: Staff recruitment and professional development

- All posts are advertised formally and open to the widest pool of applicants;
- All those involved in recruitment and selection are trained and aware of what they should do to avoid discrimination, linked to safeguarding

practices and ensure good equality practice through the recruitment and selection process;

- Access to opportunities for professional development is monitored on equality grounds;
- All supply staff and contractors are made aware of equalities policy and practice;
- Employment policy and procedures are reviewed regularly to check conformity with legislation and impact.

3.5 Promoting equality: Countering and challenging harassment and bullying

- The Academy counters and challenges all types of discriminatory behaviour and this is made clear to staff, pupils, parents and governors;
- Annually an anti-bullying week will be held in November to inform and challenge discriminatory behaviour throughout the Academy.
- The Academy has a clear, agreed procedure for dealing with prejudice related bullying incidents and has a nominated member of staff responsible for recording, reporting and monitoring incidents (Principal);
- The Academy reports to Governors (termly) and the PWDAT (annually) the number of prejudice related incidents recorded in the Academy.

3.6 Promoting equality: Partnerships with parents/carers and the wider community

St James CE Primary Academy aims to work in partnership with parents/carers. We:

- Take action to ensure parents/carers from all backgrounds are encouraged to participate in the full life of the Academy;
- Ensure that there are good channels of communication to ensure parents views are captured and acted upon;
- Encourage members of the local community to join in Academy activities and celebrations;

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- Ensure that parents/carers of newly arrived pupils e.g. EAL, traveller or pupils with disabilities are made to feel welcome.

The Equality Act 2010, came in force in October 2010 and introduced the term 'protected characteristic' to refer to aspects of a person's identity explicitly protected from discrimination. Nine are identified:

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|---|--|
| <ul style="list-style-type: none">- Race- Disability- Gender- Age- Sexual orientation | <ul style="list-style-type: none">- Religion and belief- Gender reassignment- Pregnancy and maternity- Marriage and civil partnership |
|---|--|

4 Responsibility for the policy

In our Academy, all members of the Academy community have a responsibility for the promotion of equalities

4.1 The Governing Body has a responsibility for ensuring that:

- The Academy complies with all equalities legislation relevant to the Academy community;
- The Academy's equality policy is maintained and updated regularly; and that equality objectives are easily identifiable;
- The actions, procedures and strategies related to the policy are implemented;
- The named Equalities 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

4.2 The Principal and senior leadership have a responsibility for:

- In partnership with the Governing Body, providing leadership and vision in respect of equality;
- Overseeing the implementation of the equality policy and action plan;
- Co-ordinating activities related to equality and evaluating impact;
- Ensuring that all who enter the Academy are aware of, and comply with, the equalities legislation;
- Ensuring that all staff are aware of their responsibilities and are given relevant training and support;
- Taking appropriate action in response to diversity incidents, discrimination against persons with a disability and sexual harassment and discrimination

4.3 All Academy staff have responsibility for:

- The implementation of the Academy's equalities policy and action plans;
- 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 equality protected characteristic under the Equality Act 2010;

Keeping up to date with equalities legislation by attending training events organised by the Academy, PWDAT or recognised training provider.

4.4 Measuring the impact of the policy

The equalities policy and all other relevant policies will be evaluated and monitored for their equality impact on pupils, staff, parents and carers from different groups that make up our Academy. As part of the action plan a timeline will be published to enable equality analysis (equality impact assessment) to be undertaken at the appropriate time. The main findings from the equality impact assessments will be published for the Academy community and used to make improvements.

5 Equality objectives

N/B: Each Academy is to complete this – advice can be obtained from the Academies Officer

Ref	Objective	Measured by	Activity	Lead	Progress milestones
1	PROMOTING EQUALITY – ETHOS AND CULTURE Provide training opportunities for all staff to explore diversity and how we support and encourage this within our academy	Training records completed. Pupil survey results.	CPD for teaching and teaching assistant staff on cultural diversity and how to promote and celebrate it, allowing us to retain our identities and beliefs yet work together in one community	Principal	Training completed in 2016-17 Feedback questionnaires positive.
2	PROMOTING EQUALITY – ETHOS AND CULTURE Foster good relationships between all members of the school community encouraging openness and tolerance by respecting each other's beliefs.	Reduction in the number of racist/bullying issues recorded at the Academy. My Concern logging of racist/discriminatory incidents Pupil Interviews. Annual parental survey in 2017 shows improved perception and satisfaction of academy's tolerant approach.	Encourage all members of the school community to talk openly together via circle time/PHSE activities to promote positive behaviours for learning. ELSA to support vulnerable groups CPD for staff on expectations.	Principal	Half termly review of racist/bullying issues in My Concern.
3	PROMOTING EQUALITY – PARTNERSHIPS WITH PARENTS Continue to ensure that parents/carers of all new children are made to feel welcome. Continue to ensure that parental voice is heard and acted upon.	Parent forum established September 2016. Parental feedback on transition for new entrants. Annual parental survey – July 2017.	CPD for staff on cultural diversity. Ensure that on joining the Academy, parents are informed of communication methods and whether the Academy needs to make any adjustments to support them or their children. ELSA to support new entrants if relevant.	Parental Voice leader EYFS Leader	Review opportunities regularly and on an on-going basis. Parent Forum minutes and actions Appointment of Parental Voice leader Transition Survey



PORTSMOUTH AND WINCHESTER DIOCESAN ACADEMIES TRUST



6 Related Documents

- Guidance on equality, diversity and governance
- Equality Impact Assessment review list
- Equality Impact Assessments
- Anti-bullying and Behaviour Policies
- Attendance Policy
- Admissions Policy
- Academy Development/Improvement Plan



7 Appendix

7.1 Glossary of Terms

• Equality Act 2010	40 years of equality and diversity legislation developed and combined into a single piece of legislation
• SEAL	Social and Emotional Aspects of Learning
• SEN	Special Educational Needs
• KS	Key Stage
• EIA	Equality Impact Assessment
• SD/IP	Academy Development/Improvement Plan
• SEF	Self-Evaluation Form
• PHSE	Personal, Health and Social Education
• EAL	English as an Additional Language
• SENCO	Special Educational Needs Co-ordinator
• SLT	Senior Leadership Team
• RAISE	Academy data compared to national data
• GB	Governing Body
• EAL	English as an Additional Language
• SENCO	Special Educational Needs Co-Ordinator
• SIAMS	Statutory Inspection of Anglican Methodist Schools
• QESO	Quality of Education Standards and Outcomes
• FSM	Free School Meals
• PWDAT	Portsmouth and Winchester Diocesan Academies Trust