

Equality Information and Objectives Policy 2016-2017



About this policy

This policy aims to encapsulate the school's commitment to equality, diversity and the celebration of differences. It identifies objectives and establishes the school's key areas for further development in ensuring that we are both compliant with law and with the ethos that has been established by our governing body.

Date approved:

Signed:

(Headteacher)

Signed:

(Chair of committee)

Chapelton Road, Ecclesfield, Sheffield, S35 9WD
Telephone: 0114 246 1156

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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 Ecclesfield 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 Trust 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 (see Community Cohesion Policy).

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

3. Our Ethos

- 3.1 Ecclesfield School understands the power of education to transform lives, communities and society.

We aspire to achieve individual and collective excellence in all that we do through nurturing every student's unique potential, expanding their horizons and promoting their understanding of the invaluable contributions they can make as citizens in a global society.

By fostering our students' spirit of engagement, adventure and ingenuity, we will nurture all young people as fully-rounded individuals, providing them with the challenge and support they require to succeed. We will protect their childhoods, allowing our learners to carry their innate creativity, inquisitiveness and sense of wonder about the world throughout their lives.

Ecclesfield School recognises the importance of students leading rich and diverse lives and will encourage them to seize the opportunities available to them as a means of celebrating the joy and brief wonder of being young.

As staff at Ecclesfield School, we recognise the privilege we enjoy in working with every member of our community. We see it as our public duty to serve this community and to deliver for the students of High Green, Chapeltown and Ecclesfield outstanding outcomes and extraordinary experiences.

4. Addressing Prejudice Related Incidents

4.1 Ecclesfield School 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 governing body and to any relevant external agencies (including referral to the police, where appropriate). We recognise and utilise the guidance material of Sheffield Local Authority to whom we may turn for support, where appropriate.

5. Objectives

5.1 In achieving compliancy with the Act, objectives are set annually. Detailed below are Ecclesfield School's current set of overriding objectives.

Objective Group	Objective
Pupil Achievement	<p>All pupils are assessed, monitored and tracked through 4Matrix.</p> <p>Under-achievement is identified and appropriate intervention is applied.</p> <p>Pupils are able to participate in a full range of extra-curricular opportunities.</p>
Behaviour and Safety	<p>Pupils respect one another and there are robust systems to address instances where behaviours fall below the accepted standard,</p> <p>Pupils feel safe and valued.</p> <p>Pupils, staff and parents know that misconduct and gross misconduct will be challenged.</p>
Teaching	<p>All pupils experience a broad and balanced curriculum that meets their individual learning needs.</p> <p>The curriculum is supported by a programme of SMSC (delivered through the curriculum , PHSE and mentor</p>

	time activities)
Leadership and Management	<p>The staff and governing body reflects the diversity of the Ecclesfield School community.</p> <p>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.</p> <p>The School Business Manager is responsible for the collection, analysis and publication of equality data including the recording of prejudice-related incidents.</p>

5.2 Ecclesfield 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.

Ecclesfield School'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

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

We work actively to eliminate discrimination and other prohibited conduct. We advance equality of opportunity between people who share a protected characteristic and people who do not share it and foster good relations between people who share a protected characteristic and people who do not share it.

Ecclesfield School 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) PSHCE, SRE, RE and other elements within the curriculum that promote friendship and understanding about cultures and lifestyles;

- (d) employing specialist staff to support pupils with special needs or disabilities, and implementing the school'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.

School Community	Responsibility
Ecclesfield School / Governing Body	Involving and engaging the whole school community in identifying and understanding equality barriers and in the setting of objectives to address these.
Headteacher	As above including: 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. 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.
Senior Leadership Team	To support the Headteacher as above. 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.
Teaching Staff	Help in delivering the right outcomes for pupils. Uphold the commitment made to pupils and parents/carers on how they can be expected to be treated. Design and deliver an inclusive curriculum Ensure that you are aware of your responsibility to record and report prejudice related incidents.
Support Staff	Support the school and the governing body in delivering a fair and equitable service to all stakeholders. Uphold the commitment made by the Headteacher how pupils and parents/carers can be expected to be treated. Support colleagues within the school community. Ensure that you are aware of your responsibility to record and report prejudice related incidents.

Parents	<p>Take an active part in identifying barriers for the school's community and in 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 the school's community in tackling inequality and achieving equality of opportunity for all.</p>
Pupils	<p>Supporting the school 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 the school community and in 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. Ecclesfield School's equality objectives

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 2014-2016:

- a) to raise attainment in Maths and English for students eligible for the pupil premium, closing the gap on their non-PP peers;
- b) to raise the attainment of middle-ability boys, closing the gap on MA girls;
- c) to continue to celebrate difference and diversity through a programme of curricular enhancement and enrichment;
- d) to encourage girls to consider non-stereotyped career options.