

# Equality Policy

## Equality mission statement

At Paxton Academy Sports and Science we continuously strive to ensure that everyone is treated with dignity and respect. Each person in our school will be given fair and equal opportunities to develop their full potential regardless of gender, cultural and religious background, ethnicity, disability or special educational need, faith or belief, sexual orientation or socio-economic background. We aim to develop a culture of inclusion and diversity in which all those connected to the school feel proud of their identity and are able to participate fully in school life.

We will not tolerate discrimination or harassment or any action or conduct that contravenes the Equality Act 2010 and we will challenge any behaviour that compromises that commitment. Paxton Academy Sports and Science works hard to ensure we foster good relations amongst the community and we will educate the pupils to understand and respect the views and characteristics of the diverse society that we live in. At Paxton Academy we believe that diversity is a strength, which should be respected and celebrated by all those who learn, teach and visit here.

Paxton Academy is required (under the Public Sector Equality Duty) to consider the specific needs of any individual or group with a protected characteristic. This includes ensuring that they are treated fairly, receive equal provision and that appropriate adjustments are made according to their needs.

The nine protected characteristics are:

- Race
- Disability
- Sex
- Age
- Religion or belief
- Sexual Orientation
- Pregnancy/ Maternity
- Marriage/ civil partnership
- Gender reassignment

## Policy

This policy should be read in conjunction with the Equality Statement, Equality Action Plan, Safeguarding Policy, Health and Safety Policy, Medical Conditions and Medicines in School Policy, Intimate Care Policy, Anti-Bullying Policy, Behaviour Policy and the Accessibility Plan.

## Teaching and learning

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

- Provide pupils with a range of opportunities to learn about and discuss issues relating to equality through a rich, varied broad and balanced PSHCE and RE curriculum which has been personalised by our school to meet the needs of our pupils.
- Provide pupils in the Early Years with a range of age appropriate opportunities through their personal, social and emotional development and understanding the world curriculum which includes planned opportunities to meet the needs of our pupils.
- Use opportunities through the broader curriculum (where appropriate) to discuss equality issues.
- Throughout our curriculum we will prepare pupils for life in a diverse society.
- Visit a range of local places of worship.
- Embed our Rights Respecting and Global Citizenship work throughout the curriculum.
- Have an elected school council.

- Have a range of celebration assemblies that represent our school community.
- Ensure our school values are reflected in all aspects of the school day.
- Use contextual data to improve the ways in which we provide support for individuals and groups of pupils.
- Monitor progress and attainment by ethnicity, gender and disability of special educational need and find ways to reduce gaps.
- Ensure Equality of access for all pupils.

### **Admissions and exclusions**

The admission policy is written following best practice guidance from equality legislation based on the Equality Act 2010.

Exclusions will always be based on the behaviour policy. We will annually review whether one or more groups with a particular characteristic is over-represented and if so, this will be investigated to ensure against conscious or unconscious discrimination.

### **Employer duties**

We will always comply with the provision of the Equality Act 2010 when appointing staff.

Recruitment methods will ensure that appointments are based on merit and ability. We will annually monitor appointments and promotions to ensure that no groups with a particular protected characteristic appear to be disadvantaged through conscious or unconscious prejudice or discrimination. Where particular groups appear to be under-represented in comparison with the local community, we will investigate why. This will also be subject to the requirements from the Equality Act.

Bullying and harassment of staff on any grounds will not be tolerated and the disciplinary procedure will be instigated whenever initial investigation indicates there is a case to answer.

### **Equality and the law**

Paxton Academy Sports and Science has a duty to comply with the following:

#### **1. Public Sector Equality Duty**

This requires the school to take positive steps to eliminate discrimination; advance equality of opportunity between those with protected characteristics and those who do not share it; and to foster good relations.

The school is required to publish information to demonstrate how they are complying with the PSED and must also prepare equality objectives (see equality target).

#### **2. Accessibility Plan**

The Equality Act 2010 requires the school to have an Accessibility Plan which must show how the school is (see accessibility plan):

- Increasing the extent to which disabled pupils can participate in the curriculum;
- Improving the physical environment of schools to enable those with disabilities to take better advantage of education, benefits, facilities and services provided;
- Improving the availability of accessible information to those with disabilities.

#### **3. Equality Act non-discrimination provisions and duty to provide auxiliary aids**

The school may not treat a person less favourably because of a protected characteristic, or apply a policy or practice which has a discriminatory effect and is not justified. In addition, harassment based on protected characteristics is unlawful, as is victimisation of those who complain about discrimination or breaches of the Act.

The school must also make reasonable adjustment to policies, criteria and practices for disabled pupils and staff so that barriers to access the school are tackled. Specialist equipment (auxiliary aids) must be provided where it is reasonable for the school to do so.

**Reporting incidents of discrimination or potential equality issues and how to raise an issue**

Equality related complaints relating to staff will be dealt with through our complaints procedure.

Parents or carers who wish to complain to the school regarding equality related incident should follow the complaints procedure in the complaints policy.

Equality related incidents between pupils will be dealt with through the anti-bullying and /or behaviour policy.

**Policy Sign off – Equality Policy**

	<b>Reviewer</b>	<b>Date</b>	<b>Approver</b>	<b>Date</b>
<b>Reviewer / approver</b>	MM/JS	Autumn 2019	LAC- Standards and Pupil Welfare	
	<b>Next Review</b>			Autumn 2020

