

# WEST DERBY SCHOOL



## SINGLE EQUALITY POLICY

Approved on:	23 November 2016
Next review date:	Autumn term 2017
Signed:	S Graham (Headteacher)
Signed:	C Birch (For and on behalf of Governing Body)

## **Policy Statement**

West Derby School aims to:

- provide a happy, caring and respectful community in which people are treated with fairness and supported in developing themselves to the fullest possible extent to enable them to take their place in the world
- promote an atmosphere in which all members of the community feel comfortable, are free to develop their own interests and can appreciate the values of kindness, honesty and service to others

### **1. Statutory requirements**

In accordance with the Equality Act 2010, West Derby School, in carrying out its functions, has due regard to the need to:

- eliminate unlawful discrimination and other conduct that is prohibited by the Act
- advance equality of opportunity between people who share a protected characteristic and people who do not share it
- foster good relations across all characteristics – between people who share a protected characteristic and people who do not share it. Protected Characteristics under the Equality Act 2010 are defined as:
  - age (for employees)
  - disability
  - race
  - sex (including issues of transgender)
  - sex reassignment
  - maternity and pregnancy
  - religion and belief
  - sexual orientation
  - marriage and civil partnership (but only in respect of the requirement to have due regard to the need to eliminate unlawful discrimination in employment)

The equality objectives address our duties under current equality legislation, up to and including the Equality Act 2010.

**The school complies with the statutory requirements through:**

- The Code of Conduct
- The Special Educational Needs Policy
- The Equal Opportunities Policy
- The Sex Education Policy
- The PSHCE Policy
- The Whistle Blowing Policy
- The Behaviour Policy
- The Attendance Policy
- The Accessibility Plan

### **2. Responsibilities**

- a) The Governing Body is responsible for:

- making sure the school complies with the relevant equality legislation
  - monitoring progress towards the equality objectives and reporting annually
- b) The Headteacher is responsible for:
- drawing up, publishing and implementing the school's equality objectives
  - making sure steps are taken to address the school's stated equality objectives
  - making sure the equality plans are readily available and that the governors, staff, pupils and their parents/carers are aware of them
  - producing regular information for staff and governors about the plans and how they are progressing
  - making sure all staff know their responsibilities and receive training and support in carrying these out
  - taking appropriate action in cases of harassment and discrimination, including prejudice-related incidents
  - enabling reasonable adjustments to be made, in relation to disability, in regard to pupils, staff, parents/carers and visitors to the school
- c) All staff are responsible for:
- promoting equality in their work
  - avoiding unlawful discrimination against anyone
  - fostering good relations between groups
  - dealing with prejudice-related incidents and reporting any concerns
  - being able to recognise and tackle bias and stereotyping
  - taking up training and learning opportunities

The Headteacher is responsible overall for monitoring and recording of prejudice-related incidents.

## Action Plan

Objective	Action Required	Time frame	Responsibility	Outcomes
The school will further utilise its management information system to develop a method of recording bullying, harassment or other forms of discriminatory behaviour.	Staff to work within SIMS database when recording behaviour incidents	Ongoing	Governors Pupil Welfare and Guidance Committee	Information provided to the school to enable it to take action to address any discerned patterns or trends in addition to acting promptly and effectively in individual incidents.
The school will ensure the systematic and consistent management of behaviour	<ul style="list-style-type: none"> <li>• Policies and systems for managing behaviour, exclusions and attendance to be regularly reviewed and disseminated</li> <li>• Further develop the system for absence and punctuality tracking for different groups of pupils to be implemented and maintained</li> </ul>	Ongoing	Governors Pupil Welfare and Guidance Committee	<ul style="list-style-type: none"> <li>• Behaviour practices throughout the school are consistent and pupils from all backgrounds will feel safe.</li> <li>• School will have information to enable it to take action on any discerned patterns or trends regarding attendance and punctuality</li> </ul>
The school will analyse GCSE and A Level results so as to identify any differences of statistical significance, including within all protected groups, and take appropriate action to reduce any differences	Data managers to use school data to further develop tracking and monitoring achievement/data	Ongoing	Governors Curriculum Committee	School will be able to identify trends and implement strategies to narrow the gap in achievement of pupils within protected groups.