



### The Circle Trust Document: Equalities Policy

Author:	Executive Headteacher
Approver:	Trustees
Owner:	Human Resources
Date:	February 2021
Next review:	December 2023

### Changes History:

Version	Date	Amended by:	Substantive changes:	Purpose
1.0	May 2020	AH	New Document	First release
1.1	Feb 2021	AH	Minor update to allow other data to be used other than the IDSR for the Equalities Statement due to Covid	Update
1.1	March 2021	TBH	Adapted and adopted for The Emmbrook School	First release
1.1	27 May 2021	Local Advisors	No substantive changes.	Approved by the Emmbrook School LAB

## **Purpose of the Policy**

This policy sets out The Emmbrook School's approach to promoting equality, as defined with the Equality Act (2010). It covers age, sex, race, disability, religion or belief, sexual orientation, pregnancy, people undergoing or who have undergone gender reassignment and our approach to community cohesion.

The Equality Act 2010 introduced a single Public Sector Equality Duty (PSED), which came into effect in April 2011. It replaced three separate duties to promote disability, race and gender equality.

### **1 Introduction**

- 1.1 We believe that all pupils and members of staff should have the opportunity to fulfil their potential whatever their background, identity and circumstances. We are committed to creating a community that recognises and celebrates difference within a culture of respect and co-operation. We appreciate that a culture which promotes equality will create a positive environment and a shared sense of belonging for all who work, learn and use the services of our school. We recognise that equality will only be achieved by the whole school community working together – our pupils, staff, governors and parents/carers.

### **2 The Aims and Objectives of the Equalities Policy**

- 2.1 The public sector Equality Duty requires public sector bodies to have due regard to the need to:
  - 2.1.1 eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Act;
  - 2.1.2 advance equality of opportunity between people who share a protected characteristic and people who do not share it; and
  - 2.1.3 foster good relations between people who share a protected characteristic and people who do not share it.
- 2.2 The Emmbrook School is committed to ensuring equality of provision throughout the school community. We aim to make sure that no-one experiences harassment, less favourable treatment or discrimination because of any protected characteristics.

### 2.3 Protected Characteristics are:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Sexual identity and orientation
- Ethnicity and race
- Gender
- Pregnancy and maternity
- Religion and belief

## 3 The management of the Equalities Policy

### 3.1 The Trustees have a fundamental role to:

- 3.1.1 Ensure equality of provision throughout the schools in the Circle Trust.
- 3.1.2 Ensure the policy complies with current legislation
- 3.1.3 Review this policy to approve changes

### 3.2 The Executive Headteacher will:

- 3.2.1 Implement this policy across the Trust
- 3.2.2 Promote knowledge and understanding of the equality objectives amongst staff across all schools in the Circle Trust

### 3.3 The Local Advisors have a fundamental role to:

- 3.3.1 Ensure the policy is properly implemented
- 3.3.2 Be satisfied that the Equality Objectives and Public Sector Equality Duty information as set out in this policy are made available to the employees and the public by their school.

### 3.4 A Headteacher will:

- 3.4.1 Promote knowledge and understanding of the equality objectives amongst staff and students.
- 3.4.2 Ensure the Equalities Statement is updated annually
- 3.4.3 Ensure the Equality Objectives are produced every three years and reviewed through the Headteacher's Report to the Local Advisory Board
- 3.4.4 Monitor success in achieving the objectives and reporting back to Local Advisors.

**4 All schools within the Circle Trust also have a specific duty to:**

- 4.1 publish information on the school website which shows how they are meeting their general duty. This must be updated annually – see Appendix 1, the **Equalities Statement**. An Equalities Statement contains information with regard to the protected characteristics of those in the school community. This information should be taken from the schools latest Inspection Data Summary Report (IDSR) under section ‘School and Local Context’. If the IDSR is not available, a school can use the same data from a census or its management of information system.
- 4.2 prepare and publish on the school website one or more specific and measurable objectives in pursuit of the duties above (to be reviewed every three years) – see Appendix 2, the **Equality Objectives**.

## Appendix 1 – Equality Statement

### The Emmbrook School's Equality Statement

The Equality Act (2010) was introduced to ensure protection from discrimination, harassment and victimisation on the grounds of specific characteristics (referred to as protected characteristics). This means that it is unlawful to discriminate against students/staff or treat them less favourably because of their gender; race, disability; religion or belief; gender reassignment; sexual orientation; pregnancy or maternity; marriage or civil partnership or age.

The Emmbrook School is committed to meeting its duties and acknowledges that we have a statutory duty to:

- Eliminate unlawful discrimination, harassment and victimisation
- Promote equality of access and opportunity within our school and within our wider community.
- Promote positive attitudes to difference and good relationships between people with different backgrounds, genders, cultures, faiths, abilities and ethnic origins.

We aim to be an inclusive school and provide for equal opportunities throughout all aspects of our work and activities.

We are committed to ensuring equality of education and opportunity for all pupils, staff, parents and carers, irrespective of race, gender, disability, belief, religion or socio-economic background.

The governing body will review the progress we are making to meet our duties with regard to the protected groups (race, disability, gender, gender re-assignment, age, pregnancy and maternity, marital status, religion and belief) under the Equality Act (2010).

Our Equality Objectives reflect the school's priorities and draw upon available data and other evidence. Careful analysis of this is undertaken in order to ensure that we are working to achieve improved outcomes for different groups.

## Appendix 2 – Equality Objectives

### The Emmbrook School's Equality Objectives

The Emmbrook School is committed to ensuring equality of provision throughout the school community. We aim to make sure that no-one experiences harassment, less favourable treatment or discrimination because of any protected characteristics.

Protected Characteristics are:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Ethnicity and race
- Gender
- Pregnancy and maternity
- Religion and belief
- Sexual identity and orientation

Under the Equality Act 2010, the school is committed to the Public Sector Equality Duty to:

- eliminate discrimination, harassment and victimisation on the basis of any of the protected characteristics
- advance equality of opportunity between people who share a relevant protected characteristic and persons who do not share it
- foster good relations between people who share a relevant protected characteristic and persons who do not share it.

As a school, we take our responsibilities under the Act very seriously. When writing and reviewing policies and School Development Plan and in our performance management process, we consider and have due regard to the three responsibilities above.

In conjunction with the schools Equalities Policy, our School Development Plan and Three Year Strategic Plan will show not only how we wish the school to develop over the next one or three years, but also how we wish to tackle issues relating to equality.

The school will tackle these issues relating to equality through our Strategic Plan:

- To use performance data to monitor student achievement and respond to variations between groups of learners, subjects, courses and key stages, trends over time and comparisons with other schools. In particular, we will seek to further improve the progress made by disadvantaged students at GCSE whilst ensuring that the progress of all students continues to be promoted.
- To foster good relations between different groups through the use of assemblies, Religious Studies and the PHSE programme.
- To challenge stereotypes that can deny opportunities to students through option and careers guidance.
- To further improve accessibility across the school for students, staff and visitors with disabilities, including access to specialist teaching areas.
- To further develop student and staff resilience and self-worth.
- To promote equality, diversity and inclusion actions across our staff body. This will be achieved in several ways, including promoting flexible working, transparency in the gender pay gap and training for staff to eliminate any unconscious bias in recruitment.
- To ensure that staff are aware of current legislation surrounding equality and diversity.
- To promote mental health awareness and develop appropriate interventions, where necessary.
- Monitor the incidence of the use of discriminatory language by students in our school.