

Richmond Hill School Equality Policy



We aim to in all we do to -

'Grow independence, build communication and believe we can achieve our personal goals'

Author:	Gill Thornton
Issue date:	September 2019
Review date:	March 2023
FGB ratified date	March 28 2023
This is a Local authority adopted policy	No
This is school policy	Yes

EQUALITY STATEMENT

Legal Duties

As a school we welcome our duties under the Equality Act 2010. The general duties are to

- Eliminate discrimination
- Advance equality of opportunity
- Foster good relations

We understand the principal 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
- Sex (including issues of transgender)
- Gender reassignment
- Maternity & pregnancy
- Religion and belief
- Sexual orientation
- Marriage & civil partnership (for employees)

In order to meet our general duties, issued 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 school. This will include the following functions.

- Admissions
- Attendance
- Attainment
- Exclusions
- Prejudice related incidents

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.

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.

In fulfilling our legal obligations we will

- Recognise and respect diversity
- Foster positive attitudes and relationships, and a shared sense of belonging
- Observe good equalities practice, including staff recruitment, retention and development
- Aim to reduce and remove existing inequalities and barriers
- Consult and involve widely
- Strive to ensure that society will benefit

Our Ethos

We believe that our school should provide an education for all, acknowledging that the society within which we live in is enriched by the ethnic diversity, culture and faith of its citizens.

Richmond Hill School strives to ensure that the culture and ethos of the school are such that, whatever the heritage and origins of members of the school community, everyone is equally valued and treats one another with respect. Pupils will be provided with the opportunity to experience, understand and celebrate diversity. We will also celebrate the similarities that we share as members of the human race.

Addressing Prejudice Related Incidents

This 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 Local Authority using their guidance material. The Local Authority may provide some support.

Responsibility

We believe that promoting Equality is the whole schools responsibility

Governing Body

- Involving and engaging the whole school community in identifying and understanding equality barriers and in the setting of objectives to address these. Monitoring progress towards achieving equality objectives. Publishing data and publishing equality objectives

Staff

- 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.
- Ensuring that all the school community receives adequate training to meet the need of delivering equality, including pupil awareness.
- Ensure that all staff are aware of their responsibility to record and report prejudice related incidents.
- Ensure fair treatment and access to services and opportunities.
- 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
- Support the school and governing body in delivering a fair and equitable service to all stakeholders.
- Uphold the commitment made by the headteacher on how pupils and parents/carers can be expected to be treated
- Support colleagues within the school community

Parents

- 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
- Take an active role in supporting and challenging the school to achieve the commitment given to the school community in tackling inequality and achieving equality of opportunity for all

Pupils

- Supporting the school to achieve the commitment made to tackling inequality
- Uphold the commitment made by the Headteacher on how pupils and parents/carers, staff and the wider school community can be expected to be treated

Local Community Members

- 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
- Take an active role in supporting and challenging the school to achieve the commitment made to the school community in tackling inequality and achieving equality of opportunity for all

We will ensure that the whole school community is aware of the Single Equality Policy and our published equality information and equality objectives by publishing them on our School Website – Richmondhillschool.luton.sch.uk

Breaches

Breaches to this statement will be dealt with in the same way that breaches of other school policies are dealt with, as determined by the Headteacher and Governing Body.

Monitor and Review

Every three years, we will review our objectives in relation to any changes in our school profile. Our objectives will sit in our overall school improvement plan and therefore will be reviewed as part of this process