



EQUALITY POLICY

2019

Signed:

A handwritten signature in black ink, appearing to read 'H. Carter', is written over a light grey horizontal line.

Headteacher

Date of Policy	1 st March 2019
SLT Lead	Assistant Head Pastoral
Date of next review	July 2021

SCHOOL ETHOS AND VALUES

Our Christian values are at the heart of the ethos of the school and through these we grow individually and as a community. The Story of the Good Samaritan underpins our 7 core values of:

- Honesty
- Forgiveness
- Empathy
- Courage
- Resilience
- Kindness
- Respect

These core values underpin our policies, procedures and the way we treat one another in our community.

INTRODUCTION

This policy sets out Sexey's School's approach to promoting equality, as defined within the Equality Act (2010). It covers sex, race, disability, religion or belief, sexual orientation, pregnancy, those undergoing or who have undergone gender reassignment and, in relation to staff only, age, and the school's statutory requirement to produce a Single Equality Scheme.

This policy should be read in conjunction with the school's **Equality Information and Objectives document**.

The Equality Act 2010 introduces a single equality duty on public bodies which will be extended to include all protected strands - race, disability, sex, age, religion or belief, sexual orientation, pregnancy and maternity, and gender reassignment. This combined equality duty came into effect in April 2011 and has three main elements. In carrying out their functions public bodies are required to have due regard to the need to:

- Eliminate 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.

LEGISLATION AND GUIDANCE

This document meets the requirements under the following legislation:

- The Equality Act 2010, which introduced the public sector equality duty and protects people from discrimination
- The Equality Act 2010 (Specific Duties) Regulations 2011, which require schools to publish information to demonstrate how they are complying with the public sector equality duty and to publish equality objectives
- This document is also based on Department for Education (DfE) guidance: The Equality Act 2010 and schools.

THE SCHOOL CONTEXT

Sexey's School is a Church of England state boarding school teaching the age range of 11-18. The school serves the local community and a national and international community of boarders entitled to a British education.

THE SCHOOL'S APPROACH TO PROMOTING EQUALITY

As a Church of England School our core values are at the heart of how we treat one another. By following these we promote equality of experience and opportunity for all members of our community.

The school seeks to ensure that no pupils, staff, parents, guardians or carers or any other person through their contact with the school receives less favourable treatment on any grounds which cannot be shown to be justified. This includes the protected characteristics identified within the Equality Act 2010 of sex, race, disability, religion or belief, sexual orientation, pregnancy, those undergoing or who have undergone gender reassignment, and age (please note that age as a characteristic applies in relation to staff but not in relation to pupils within the school).

ROLES AND RESPONSIBILITIES

School governors are responsible for:

- Promoting and upholding the schools ethos and values
- making sure the school complies with current equality legislation.
- making sure that this policy and its procedures are delegated to the Headteacher

The Headteacher is responsible for:

- promoting and upholding the schools ethos and values
- making sure the policy is available and that the governors, staff, pupils and their parents/ carers know about it
- making sure its procedures are followed
- producing regular information for staff and governors about the policy and how it is working and providing training for them on the policy, if necessary
- 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

The Assistant Head Pastoral is responsible for:

- Coordinating and monitoring work on equality issues.
- Monitoring reports of harassment (including racist and homophobic incidents).
- Monitoring exclusions.

- Logs maintained by Assistant Head Pastoral are communicated to Governors at regular intervals through the Pastoral Committee

All school staff are responsible for:

- promoting and upholding the schools ethos and values
- modelling good practice, dealing with discriminatory incidents and being able to recognise and tackle bias and stereotyping
- promoting equality and avoiding discrimination against anyone
- keeping up to date with law on discrimination and taking advantage of training and learning opportunities
- being aware of relevant policies such as the Complaints procedure & Whistle Blowing policy.

Line managers are responsible for:

- promoting and upholding the schools ethos and values
- supporting all staff within their departments and ensuring that staff are aware of where to seek help and support
- monitoring equality issues within their departments
- reporting issues to the relevant people

Students are responsible for:

- upholding the schools ethos and values
- keeping equality and diversity issues on the School Council agenda
- treat each other in a way that aligns to the school core values
- not display discrimination towards another person
- challenge discriminatory behaviour and developing policies
- behaviour in a way that aligns to school policies including behaviour and rewards and anti-bullying policies and home school agreement

Parents/carers are responsible for:

- supporting the schools ethos and values
- supporting the schools equality policy
- support the school in acting in a way that does not show discrimination towards another person.

Visitors and contractors are responsible for:

- knowing and following the equality policy

RECOGNISING AND DEALING WITH DISCRIMINATORY INCIDENTS

When incidents of a discriminatory nature occur, it is our collective responsibility to challenge and intervene positively. Manifestations of discrimination may be:

- a student towards another student

- a student towards a member of staff
- a member of staff towards a student
- a member of staff towards another member of staff
- a parent or member of the public towards a student
- a parent or member of the public towards a member of staff

Actions which are clearly unacceptable and/or hurtful include:

- derogatory and discriminatory name-calling, insults, comments and jokes
- discriminatory graffiti or any other written insult including text messages, websites and social networking sites
- provocative behaviour such as wearing discriminatory badges or insignia
- bringing materials such as leaflets, comics or magazines into school which are judged to be discriminatory or designed to diminish, including pornography
- attempts to recruit others to organisations and groups practising discrimination
- making threats against a person or group
- offensive and/or hurtful actions against a person or group
- physical assault against a person or group
- unwelcome suggestions or physical contact including varying degrees of sexual assault
- any other instances of discriminatory behaviour

Any or all of these actions will be seen as particularly serious when the perpetrator is in a position of power or authority over the victim. Where incidents occur they will be dealt with in line with the schools Behaviour and Rewards Policy. In addition to this where possible and appropriate restorative justice will be used as a supportive mechanism. As appropriate incidents will be referred to the Police.

GUIDANCE FOR STAFF DEALING WITH DISCRIMINATION

It is important to explain to the perpetrators why their actions are regarded as derogatory and discriminatory. The nature of the incident should be considered when deciding on a course of action. For example, it may require action relating to one individual, a larger group or even an entire year group. Staff will need to use their judgement as to the context of addressing the issue. If appropriate and possible, discussion with other colleagues is often helpful. Staff should ensure all incidents are recorded on ClassCharts and referred to the Assistant Head Pastoral.

DEALING WITH INCIDENTS

Coherence and consistency of practice are essential for effective action. The following are practical suggestions for dealing with discriminatory incidents:

- challenge the perpetrator(s) in a non-confrontational manner

- remove the perpetrator(s) from the lesson/situation
- seek support from the Pastoral Team

The Pastoral Team will:

- establish the nature of the incident by obtaining a written statement from the perpetrator(s) and from those suffering the incident (the victim).
- Other witnesses may also be requested to provide written statements
- explain in detail to the perpetrator(s) the wrong done
- Notify Head of Year
- Agree who will contact Parents
- Refer to Assistant Head Pastoral

FOLLOW UP AND RESOLUTION

All discriminatory incidents will be recorded on ClassCharts. The Assistant Head Pastoral will coordinate actions to be taken. Parents will be informed and, if appropriate, a meeting will be organised. In all serious incidents, the Headteacher should also be informed.

MONITORING

This policy will be reviewed bi-annually or as legislation changes require it.

LINKS WITH OTHER DOCUMENTS

This document links to the following documents:

- Equality information and objectives
- Accessibility Plan
- Anti-Bullying Policy
- Risk Assessment Policy
- School Trips and Visits Policy
- Rewards and Behaviour Policy
- Recruitment and Selection Policy