

 <p>The <b>TILIAN PARTNERSHIP</b> <i>Inspiring to Achieve and Aspiring to Excel</i></p>	<p><b>Policy Document</b> Agreed: Mar 25 Review: Annual Date: Mar 26</p>
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## Equalities Policy

### **Principles**

This policy outlines the commitment of the Trust Board to promote equality and diversity. This involves tackling the barriers which could lead to unequal outcomes so that there is equality of access and the diversity within the school community is celebrated and valued.

We believe that equality at our schools should permeate all aspects of school life and is the responsibility of every member of the school and wider community.

Equality refers to each of the nine protected characteristics ie (links to [www.equalityhumanrights.com](http://www.equalityhumanrights.com))

- [age](#)
- [disability](#)
- [gender reassignment](#)
- [marriage and civil partnership](#)
- [pregnancy and maternity](#)
- [race](#)
- [religion or belief](#)
- [sex](#)
- [sexual orientation](#)

It is against the law to discriminate against someone because of a protected characteristic.

Every member of the school community should feel safe, secure, valued and of equal worth. In The Tilian Partnership, equality is a key principle for treating all people fairly irrespective of their characteristics (Single Equalities Act 2010).

This policy has been drawn up as a result of discussion within a working party made up of representatives of teaching and support staff, pupils, parents, and Governance members and has been shared with the whole school community.

### **Monitoring and Review**

The staff member responsible for coordinating the monitoring and evaluation is the headteacher who will be responsible for:

1. Providing updates on equalities legislation and the school's responsibilities in this regard;

2. Supporting positively the evaluation activities that monitor the impact and success of the policy on pupils from different groups, e.g SEN, Children in Care, Minority Ethnic including Traveller and EAL pupils and Free School Meals, in the following recommended areas:
  - i. Pupils' progress and attainment
  - ii. Learning and teaching
  - iii. Behaviour discipline and exclusions
  - iv. Attendance
  - v. Admissions
  - vi. Incidents of prejudice related bullying and all forms of bullying
  - vii. Parental involvement
  - viii. Participation in extra-curricular and extended school activities
  - ix. Staff recruitment and retention
  - x. Visits and visitors

## **Policy Commitments**

### **Promoting Equality: Curriculum**

We aim to provide all our pupils with the opportunity to succeed. To achieve this we will ensure:

1. Curriculum planning reflects a commitment to equality;
2. The curriculum prepares pupils for life in a diverse society and uses opportunities to reflect the background and experience of pupils and families in the school;
3. There will be opportunities in the curriculum to explore concepts and issues related to identity and equality;
4. The promotion of attitudes and values that celebrate and respect diversity and challenge discriminatory behaviour and language wherever it occurs;
5. The use of images and materials which positively reflect a range of cultures, identities and lifestyles.

### **Promoting Equality: Achievement**

There is a consistently high expectation of all pupils regardless of age, gender, ethnicity, ability, social background and sexual orientation. To secure the best possible outcomes we recognise that:

1. Adults in the school will be expected to provide good, positive role models in their approach to all issues relating to equality of opportunity;
2. It is important to identify the particular needs of individuals and groups within the school and to use targeted interventions to narrow gaps in achievement;
3. A range of teaching methods is used throughout the school to ensure that effective learning takes place at all stages for all pupils.
4. All pupils are actively encouraged to engage fully in their own learning.

### **Promoting Equality: The ethos and culture of Tilian**

- In our Multi Academy Trust, we are aware that those involved in the

leadership of the school community are instrumental in demonstrating mutual respect between all members of the school community;

- We strive to achieve a feeling of openness and tolerance which welcomes everyone to the school;
- The children are encouraged to greet visitors to the school with friendliness and respect;
- The displays around the school should reflect diversity across all aspects of equality and are frequently monitored;
- Reasonable adjustments will be made to ensure access for pupils, staff and visitors (including parents) with disabilities (this not only includes physical access, but takes account wider access to school information and activities);
- Provision is made to cater for the cultural, moral and spiritual needs of all children through planning of assemblies, classroom based and off-site activities;
- Pupils' views are actively encouraged and respected. Pupils are given an effective voice for example, through advocacy, the School Council, pupil perception surveys and there are regular opportunities to engage with pupils about their learning and the life of the school;
- Positive role models are used throughout the school to ensure that different groups of pupils feel welcomed and included.

### **Promoting Equality: Staff Recruitment and Professional Development**

1. All posts are advertised formally and open to the widest pool of applicants;
2. All those involved in recruitment and selection are trained and aware of what they should do to avoid discrimination to ensure equality of opportunity.
3. Access to opportunities for professional development is monitored on equality grounds;
4. Equalities policy and practice is covered in all staff inductions;
5. All supply staff and contractors are made aware of the equalities policy and practice;
6. Employment policy and procedures are reviewed regularly to check conformity with legislation and the impact of policies are kept under regular review.

### **Promoting Equality: Countering and Challenging Harassment and Bullying**

1. The school counters and challenges all types of discriminatory behaviour and this is made clear to staff, pupils, parents and Governance members;
2. The school has a clear, agreed policies for anti-bullying, whistleblowing and safeguarding – these policies are designed to counter and challenge harassment and bullying;
3. The school reports to Governance members, parents and LA on an annual basis the number of prejudice related incidents recorded in the school.

### **Promoting Equality: Partnerships with Parents/Carers and the Wider Community**

We pride ourselves on our partnership work with parents/carers. We:

1. Take action to ensure all parents/carers are encouraged to participate in the life of the school;
2. Maintain good channels of communication, e.g. through parent forums, to ensure parents' views are captured to inform practice;
3. Encourage members of the local community to join in school activities and celebrations;
4. Ensure that the parents/carers of newly arrived pupils e.g. EAL, Gypsy, Roma and Traveller or pupils with disabilities are made to feel welcome.

### **Responsibility for the Policy**

In our schools, all members of the school community have a responsibility for promoting equalities.

**The School Governance Committee** has responsibility for ensuring that:

- The school complies with all equalities legislation relevant to the school community;
- The schools' equalities objectives are updated at least every four years
- The actions, procedures and strategies related to the policy are implemented;

**The CEO and Senior Leadership team** have responsibility for:

- Providing leadership and vision in respect of equality;
- Overseeing the implementation of the equality policy and schemes;
- Coordinating the activities related to equality and evaluating impact;
- Ensuring that all who enter the school are aware of, and comply with, the equalities policy;
- Ensuring that staff are aware of their responsibilities and are given relevant training and support;
- Taking appropriate action in response to any prejudice-related incidents.

**All school staff** have responsibility for:

- The implementation of the school's equalities policy and schemes;
- Dealing with incidents of discrimination and knowing how to identify and challenge bias and stereotyping;
- Ensuring they do not discriminate on grounds of ethnicity and culture, disability, sexual orientation or other groups vulnerable to discrimination.
- Keeping up to date with equalities legislation.

### **Measuring the Impact of this Policy**

The equalities policy and all other relevant policies will be evaluated and monitored for their equality impact on pupils, staff, parents and carers from the different groups that make up our school. The main findings from equality impact assessments will be published for the school community.