Denefield School
Equality Policy

Approved by Standards on	15 November 2023
Date of next review	November 2026
Review cycle	Triennial
Policy control sheet updated	Yes
Type of policy	Non statutory
Policy owner	Headteacher
Location of policy	Website

Equality Policy

Status: Non-Statutory

Purpose

Equality Information and objectives

Denefield School is committed to promoting equal opportunity and inclusion. In April 2011 the Public Sector Equality Duty came into force in England, Scotland and Wales. This duty replaces the existing race, disability and gender equality duties. The Equality Act 2010 says that schools and other public bodies must:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act;
- Advance equality of opportunity between people who share a protected characteristic and those who do not;
- Foster good relations between people who share a protected characteristic and those who do not

Under the Equality Act 2010, the protected characteristics/groups are:

Age	Disability	Gender reassignment
Marriage and civil partnership	Pregnancy and maternity	Race
Religion or belief	Sex	Sexual Orientation

The school recognises the need for students to learn within an environment that promotes a positive ethos and which aims to raise the achievement of all students, including those with protected characteristics. All students will have a right to access the appropriate resources necessary to support their learning regardless of any protected characteristic. The school publishes its Equality Objectives every 4 years and equality information annually.

Legislation and Statutory Guidance

- Equality Act, 2010
- Public Sector Equality Duty, 2011

Who/what was consulted

The school receives regular feedback from students, staff and parents and carers, including through the school council and annual stakeholder surveys. Where appropriate this feedback is used to improve school policies and procedures.

Roles and responsibilities of Headteacher, other staff and trustees

All

It is the responsibility of all members of the school community to promote equality.

Trustees

- The trustees are directly responsible for the review of this policy.
- Trustees also ensure that the school complies with the relevant equality legislation as well as the following of procedures by all.
- The Trust Board Standards Committee is responsible for reviewing attainment, attendance and exclusion by student group, including ethnicity, gender, EAL, SEND and disadvantage.

Headteacher

- The headteacher has a responsibility to make sure that all members of the school community are aware of this policy and that training and support is offered. This includes training on the Equality Act and ensuring all students and staff are treated fairly across the school.
- The headteacher must ensure that any incidents of harassment or discrimination based on race, gender, religion, sexual orientation, disability or special educational need are identified, recorded and responded to.

Operations Manager

- Monitors the site to ensure that all students can access appropriate resources and suitable teaching areas in line with the school's Accessibility Plan.

Deputy Headteachers (behaviour and culture, and curriculum and learning)

- Monitor and evaluate attendance, exclusion and behaviour of all groups of students, including ethnicity, gender, EAL, SEND, and disadvantage, and provides regular reports for trustees and the senior team.
- Monitor attainment and progress by student group, including ethnicity, gender, EAL, SEND, and disadvantage and provide regular reports for trustees and the senior leadership team

SENDCO

- The SENDCO will closely monitor the progress of all students with SEND through the analysis of appropriate data, and will advise on, or implement intervention through liaison with curriculum leaders and guidance managers in the best interests of the students.

Teachers and support staff

- All teachers and support staff are responsible for understanding the process for dealing with any incidents of harassment or discrimination based on race, gender, religion, sexual orientation, disability or special educational need and how these should be recorded and responded to.
- All teachers and support staff are also responsible for attending any training or other learning opportunities in respect of the above.
- All curriculum leaders will be required to monitor option choices as well as analyse examination results according to ethnicity, gender and special educational need in order to monitor the progress of students from all vulnerable groups.
- Curriculum leaders monitor attainment and progress by student group including ethnicity, gender, EAL, SEND, and disadvantage.
- Curriculum leaders seek to maximise attainment and progress of students groups, attendance and exclusion by student group, including ethnicity, gender, EAL, SEND, and disadvantage.

Curriculum Provision

- All curriculum areas will take steps to promote positive attitudes to cultural diversity, gender equality, disability and special educational needs through schemes of work, resource material and classroom display.
- Planning and teaching of the curriculum will comply with the requirements of the General Statement on Inclusion [the Code of Practice for Special Educational Needs].
- All curriculum leaders will be required to monitor option choices as well as analyse examination results according to ethnicity, gender and special educational need in order to monitor the progress of students from all vulnerable groups.
- All students will follow a Success for Life programme, including Personal, Social and Health Education (PSHE) and Relationships and Sex Education (RSE) as well as an assembly programme which celebrates cultural, ethnic and religious diversity, and which is reflective of the multi-cultural and multi-faith society in which we live. Any student who wishes to observe the call to prayer during major religious festivals will be granted this opportunity and private provision allocated.

Arrangements for reviewing and monitoring

- See 'trustees' above

Relationship to other policies

Anti-bullying policy
Behaviour and discipline policy
Exclusions policy
CPD policy
Curriculum policy
SEND policy
Safeguarding policy