



**SOUTH ESSEX  
ACADEMY TRUST**

> collaboration > challenge  
> perseverance > innovation

# **EQUALITIES POLICY**

Ratified by the Directors: September 2016  
Review Date: September 2020

## 1. OVERVIEW.

- 1.1 This policy reflects the Equality Act 2010 which harmonises and replaces previous legislation including the Race Relations Act 1976, Disability Discrimination Act 1995, Gender Recognition Act 2004 and Sex Discrimination Act 1975. This policy therefore supersedes all previous school policies on Disability, Ethnicity (ie Race) and Gender.
- 1.2 The Equality Act combines the existing duties into one new Equality Duty that protects everyone in Britain. The **“protected characteristics”** under the Act are (in alphabetical order):
  - Age
  - Disability
  - Gender reassignment
  - Marriage and civil partnership
  - Pregnancy and maternity
  - Race
  - Religion and belief
  - Sex
  - Sexual orientation

## 2. OBJECTIVES.

- 2.1 To ensure that all learners have equal access to a rich, broad, balanced and relevant curriculum.
- 2.2 To advance equality of opportunity by ensuring that teaching, learning and the curriculum promote equality, celebrate diversity and promote community cohesion by fostering good relations.
- 2.3 To eliminate any discrimination, harassment and victimisation. To ensure that no-one is unfairly or illegally disadvantaged as a consequence of the protected characteristics.
- 2.4 To recognise and celebrate diversity within our community whilst promoting community cohesion.
- 2.5 To ensure that this policy is applied to all we do
- 2.6 To ensure that pupils and parents are fully involved in the provision made by the school.
- 2.7 To ensure that within the school budget, adequate funding is provided to underpin this policy and that intervention, positive and preventative action is funded where necessary.

## 3. GOOD PRACTICE.

- 3.1 We strive to achieve a cohesive community and expect that children respect one another and behave with respect to one another, and that their parents feel fully engaged in the school.

- 3.2 We aim to enhance a wider sense of community locally, as well as in the context of the UK and the World communities.
- 3.3 We support 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. Through our policies and actions, we undertake to ensure that every child and young person is healthy, safe, is able to enjoy and achieve in their learning experience, and is able to contribute to the wider community.
- 3.4 We consider it prudent and sensible to maintain the practice of logging racist incidents. We monitor and log incidents that discriminate against children and young people or adults in our schools with protected characteristics, e.g. homophobic bullying. We also monitor and log bullying incidents, particularly those directed towards those with special educational needs.

#### **4. STRATEGIES.**

- 4.1 Monitoring, evaluation and review carried out by the SLT will ensure that procedures and practices within the school reflect the objectives of this policy.
- 4.2 Parents and Directors will be involved and consulted about the provision being offered by the schools.
- 4.3 Teachers will ensure that the teaching and learning takes account of this policy.
- 4.4 The diversity within our school and the wider community will be viewed positively by all.
- 4.5 Diversity will be recognised as a positive, rich resource for teaching, learning and the curriculum.
- 4.6 Professional development opportunities will be provided for staff to provide them with the knowledge, skills and understanding they need to meet the requirements of this policy.
- 4.7 Contributions will be sought from parents and others to enrich teaching, learning and the curriculum.
- 4.8 The positive achievements of all pupils will be celebrated and recognised.

#### **5. OUTCOMES.**

- 5.1 This policy will play an important part in the educational development of individual pupils.
- 5.2 It will ensure that all pupils are treated equally and as favourably as others.
- 5.3 The school will make all reasonable adjustments to promote equal opportunity and equal treatment of all members of the school community.
- 5.4 We are committed to meeting the individual needs of each child and will take full account of the protected characteristics with the requirements of the Equality Act 2010.

## **6. EQUALITY OBJECTIVE.**

- 6.1 The Equality Act 2010 requires schools to publish specific and measurable equality objectives. Our equality objectives are based on our analysis of data and other evidence.
- 6.2 Our equality objectives focus on those areas where we have agreed to take action to improve equality and tackle disadvantages.
- 6.3 We will regularly review the progress we are making to meet our equality objectives.

### **Equality objective 2016 – 2020.**

***Identify opportunities in the curriculum to look at the culture and tolerance of other faiths to celebrate diversity. Use collective worship as an opportunity to celebrate festivals of a range of cultures and faiths, using key events from other faiths to promote community cohesion and equality.***

## **7. POLICY REVIEW.**

- 7.1 This policy will be reviewed every four years by the Board of Directors, as part of it's monitoring cycle. Next review due September 2020.