

# AYLESTONE BUSINESS AND ENTERPRISE COLLEGE AND BROADLANDS AND WITHINGTON COUNTY PRIMARY SCHOOL EQUALITY POLICIES

Reviewed: January 2016 SL Alderton

## Subsections -

- **Section 1 - Disability equality**
- **Section 2 - Gender equality**
- **Section 3 - Racial equality**
- **Section 4 - Religious equality**
- **Section 5 - Sexual orientation equality**
- **Appendix 1 – Broadlands and Withington Protocols**

The Federated schools of Aylestone Business and Enterprise College, Broadlands and Withington County Primary Schools are committed to providing equality of opportunity for all students and all staff members within the responsibility of the federation. In order to ensure that this commitment is translated to actuality the Federation will –

- Make sure that relevant training occurs to keep up to date with good practice in work involved in all of the subsections as above.
- Ensure that student and parent voice is used to monitor the effectiveness of the outcomes of policies in each subsection above.
- Review the effectiveness of the information gathering mechanisms as a matter of course, to see where improvements can be made.
- Use the information to inform policy review and subsequent Federation practice.
- Use the Safeguarding Committee and the Governing Body to ensure regular review of the relevant policies as above. Write key priorities emerging from information gathering into the annual school action plan.
- As part of the safeguarding Committee annual report to Governors, report on equality policy effectiveness.
- Ensure that strategies are used to raise the awareness of staff members to their responsibilities within the policies outlined in the subsections above.

## Policy implementation

The Governing Body is responsible for ensuring that there is compliance with legislation, and that this policy and its related procedures and strategies are implemented.

The Headteacher is responsible for implementing the policy; for ensuring that all staff are aware of their responsibilities and are given appropriate training and support; and for taking appropriate action in any cases of unlawful discrimination.

## Section 1 Equality Policy: Disability Equality

The Equality Act 2010 places a duty to promote disability equality on all public bodies, including schools and local authorities.

A disabled person is someone who has *'a physical or mental impairment which has a substantial and long-term adverse effect on his or her ability to carry out normal day-to-day activities.'*

We recognise that at Aylestone and at Broadlands and Withington Primary School we must strive to achieve the following:

- Eliminate discrimination
- Eliminate harassment related to a disability
- Promote equality of opportunity between disabled people and other people
- Promote positive attitudes towards disabled people
- Encourage participation by disabled people in public life
- Take steps to take account of disabled people's disabilities

At Aylestone and at Broadlands and Withington Primary School no one will be discriminated against because they are disabled whether they are employees, parents or students and efforts will be made, as necessary, to make reasonable adjustments for disabled employees, parents and students. Such adjustments will take account of factors such as the cost of the adjustment, its practicality and the level of financial resources available.

At Aylestone and at Broadlands and Withington Primary School, no student will be subject to discrimination on the grounds of their disability in relation to:

- admissions
- exclusions
- education and associated services
- access to the curriculum

In addition, all employees are required to do the following:

- promote equality of opportunity between disabled people and others
- eliminate discrimination that is unlawful under the Equality Act
- eliminate any harassment of disabled people that is related to their disability
- promote positive attitudes towards disabled people

## **Section 2 Equality Policy: Gender Equality**

The Equality Act 2010, makes discrimination on the grounds of gender unlawful. Students and parents (both current and prospective), staff, and other people using the school facilities are all covered by this act.

Gender includes men, women, boys and girls. The act also includes people who have changed their sex or gender (trans-gender people).

At Aylestone and at Broadlands and Withington Primary School, no person will be subject to discrimination on the grounds of their gender in relation to:

- Admission.
- Exclusions.
- The education he/she receives at Aylestone and at Broadlands and Withington Primary School.
- The benefits, facilities and services available.
- Employment opportunities.

At Aylestone and at Broadlands and Withington Primary School we pay due regard, in all our functions, to the need to:

- Eliminate unlawful discrimination and harassment on the grounds of sex, including

sexual bullying, violence and exploitation.

- Promote equality of opportunity between men and women, boys and girls.

**Gender stereotypes.** The whole-school curriculums seek to challenge gender stereotypes, both implicitly and explicitly through information, guidance and advice, work-related learning, and Personal, Social and Health Education.

Regular analysis of pupil tracking data ensures that underachievement by boys/girls can be addressed by: modification of teaching styles; use of Academic Learning Coaches or other support staff to target support; early intervention programmes for girls/boys.

Every student matters and when a young person encounters serious gender-related difficulties (e.g. domestic violence), the young person's needs will be addressed by the protocols laid out in the Child Protection Policy.

**Teenage pregnancy.** There is a strong link between low educational attainment and teenage pregnancy. At Aylestone we aim to remove the barriers to accessing education for young mothers by offering a flexible model of learning that includes a modified timetable; small group support within Student Services; a mentor from the Senior Leadership Team who coordinates support through a Pastoral Support Plan or CAF.

**Sexual bullying.** All reported incidents of sexual bullying and harassment are recorded and dealt with, following the protocols laid out in the college's BRASH policy.

### **Policy implementation**

The Governing Body is responsible for ensuring that there is compliance with legislation, and that this policy and its related procedures and strategies are implemented.

The Headteacher is responsible for implementing the policy; for ensuring that all staff are aware of their responsibilities and are given appropriate training and support; and for taking appropriate action in any cases of unlawful discrimination.

### **Section 3 Equality Policy: Race Equality and Cultural Diversity.**

Aylestone and Broadlands and Withington Primary School Primary School have specific responsibilities under the Race Relations (Amendment) Act 2000 and the Equality Act 2010 We are committed to:

- promoting equality of opportunity
- promoting good relations between members of different racial, cultural and religious groups and communities
- eliminating unlawful discrimination

We actively promote race equality and cultural diversity and are opposed to all forms of racism and xenophobia, including those forms directed towards religious groups and communities, for example, Islamophobia, and against travellers, refugees and asylum-seekers.

### **Aims/Purpose**

In fulfilling our aims, we are guided by the following 3 key principles:

- Every student should have opportunities to achieve the highest possible standards, and the best possible qualifications for the next stages of his/her life and education.

- Every student should be helped to develop a sense of personal and cultural identity that is confident and open to change, and that is receptive and respectful towards other identities.
- Every student should develop the knowledge, understanding and skills that they need in order to participate in Britain's multi-ethnic society, and in the wider context of an interdependent multi-cultural and multi-faith world.

### **Policy Context**

At Aylestone and at Broadlands and Withington Primary School Primary School we ensure that the principles listed above apply to the full range of our policies and practices, including those that are concerned with:

- Student progress, attainment and assessment.
- Behaviour, discipline and exclusions.
- Students' personal development and pastoral care.
- Teaching and learning.
- Admissions and attendance.
- The content of the curriculum.
- Staff recruitment and professional development.
- Partnerships with parents and communities.

### **Dealing with Racist Incidents**

All staff are expected to deal with racist incidents that may occur; to know how to identify and challenge racial and cultural bias and stereotyping; to support students in their class for whom English is an additional language; and to incorporate principles of equality and diversity into all aspects of their work. Reported incidents of Racial Abuse are dealt with following the protocols set out in the college's BRASH policy.

Details of reported incidents are recorded and sent to the Local Authority.

We ensure that the content of this policy is known to all staff and governors, and also, as appropriate, to all students and parents.

### **Respect and Tolerance**

We respect the religious beliefs and practices of all staff, pupils and parents, and comply with all reasonable requests relating to religious observance and practice.

We ensure that the School Development Plan addresses issues that relate to the implementation of this policy. We collect study and use quantitative and qualitative data (BRASH data, stored on Sims) as a means of monitoring and evaluating the policy and its impact upon the life of the school, including the attitudes, values and practices of students and staff

### **Breaches and Remedies**

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

## **Section 4 Equality Policy: Religion and Belief**

The Equality Act (2010 ) makes discrimination on the grounds of religion or belief unlawful. Students and parents (both current and prospective), staff, and other people using the college and school facilities are all covered by this act.

Aylestone and Broadlands and Withington Primary School Primary School seek to celebrate the religious and belief systems (non-religious) of all their community members.

At Aylestone and Broadlands and Withington Primary School Primary School, no person will be subject to discrimination on the grounds of their religion or belief in relation to:

- Admission.
- Exclusions.
- The education he/she receives.
- The benefits, facilities and services available.
- Employment opportunities.

We respect the religious beliefs and practices of all staff, pupils and parents, and comply with all reasonable requests relating to religious observance and practice.

**School uniform.** In setting the school uniform policy, the Governing Body have paid due regard to acceptable dress codes for religious groups.

**Curriculum.** ABEC and Broadlands and Withington Primary School deliver a broad-based and inclusive curriculum that includes the teaching of religious education, the teaching of evolution theories in science classes, the use of technology, the use of literature and texts that promote discussion and debate amongst students. Parents/carers with strong religious beliefs may request that their child is withdrawn from lessons relating to Sex and Relationships Education.

**Collective worship.** ABEC and Broadlands and Withington Primary School aim to deliver a daily act of worship for all students where practicable, which is non-denominational. Parents/carers have a right to withdraw their child from acts of daily worship.

**Religious harassment.** All reported incidents of sexual bullying and harassment on religious grounds are recorded and dealt with, following the protocols laid out in the BRASH policy.

## **Section 5 Equality Policy: Sexual Orientation**

The Equality Act (2010), makes discrimination on the grounds of sexual orientation unlawful. Students and parents (both current and prospective), staff, and other people using the school facilities are all covered by this act.

The law protects against discrimination on grounds of:

- A person's actual or perceived sexual orientation.
- The sexual orientation of an associate (e.g. family member).

In the federation, no student will be subject to discrimination on the grounds of their sexual orientation in relation to:

- Admission to the college.
- Exclusions from the college.
- The education he/she receives at the college.
- The benefits, facilities and services available.

The federation is committed to ensuring that there are no practices which could result in unfair or less favourable treatment of such students.

**Admissions:** The School's admissions code prohibits any discrimination on the basis of a pupil's or parent's/carer's sexual orientation.

**Exclusions:** No student will be excluded from the federation on the basis of their sexual orientation.

**Teaching and the curriculum:** In the federation we do not discriminate in delivering any part of the school curriculum or extra-curricular activities. Personal, Social & Health education (PSHE) and Sex and Relationships Education (SRE) meet the needs of all students, whatever their developing sexual orientation or family circumstance. We exercise flexibility to ensure that SRE is taught in a way that is appropriate to the school's ethos. No student is prevented from representing the school or attending school trips because they are (or are perceived to be) gay, lesbian or bisexual.

We offer a balanced view of sexual orientation when addressing the issues of social justice and human rights, and recognise that sexual orientation is intrinsic to an individual's sense of identity.

All students have full entitlement to the services available at the schools.

We support disabled *candidates* in all assessments and tests by providing relevant access arrangements

**Tackling homophobia:** At Aylestone and at Broadlands and Withington Primary School we aim to educate staff and students about the negative impact of homophobia by:

- Making staff and students aware that use of homophobic language is unacceptable.
- Treating homophobic incidents as a form of discrimination. Reported incidents are dealt with following the protocols laid out in the college's BRASH policy. All reported incidents are forwarded to the Local Authority.
- Responses to incidents of homophobic abuse include sanctions, interviews with Achievement Coordinators and Restorative Justice Meetings.
- Enlisting the support of External Services for students who have experienced homophobic harassment.

**Employment:** The Equality Act 2010 makes it unlawful to discriminate, harass or victimise a person on grounds of their (actual or perceived) sexual orientation in employment or vocational training.

At Aylestone and at Broadlands and Withington Primary School we:

- Will not refuse to employ someone, nor decide to dismiss someone, because of their sexual orientation.
- Will not refuse access to training, or to promotion, on the basis of sexual orientation.
- Will act to protect employees against bullying or harassment suffered because of their sexual orientation.
- Will not write unfair references because of an employee's sexual orientation.

## APPENDIX 1

### General Equal Opportunities Protocols: Broadlands and Withington Primary School

#### **1 Aims and objectives**

- 1.1** We do not discriminate against anyone, be they staff or pupil, on the grounds of their sex, race, colour, religion, nationality, ethnic or national origins. This is in line with the Equality Act 2010 and covers both direct and indirect discrimination.
- 1.2** We promote the principles of fairness and justice for all through the education that we provide in our school.
- 1.3** We ensure that all pupils have equal access to the full range of educational opportunities provided by the school.
- 1.4** We constantly strive to remove any forms of indirect discrimination that may form barriers to learning.
- 1.5** We ensure that all recruitment, employment, promotion and training systems are fair to all, and provide opportunities for everyone to achieve.
- 1.6** We challenge stereotyping and prejudice whenever it occurs.
- 1.7** We celebrate the cultural diversity of our community and show respect for all minority groups.
- 1.8** We are aware that prejudice and stereotyping is caused by low self-image and ignorance. Through positive educational experiences and support for each individual's point of view, we aim to promote positive social attitudes and respect for all.

#### **2 Anti-racism**

- 2.1** It is the right of all pupils to receive the best education the school can provide, with access to all educational activities organised by the school. We do not tolerate any forms of racism or racist behaviour. Should a racist incident occur, we will act immediately to prevent any repetition of the incident.
- 2.2** We endeavour to make our school welcoming to all minority groups. So, for example, we will immediately remove any offensive graffiti that we may find in school. We promote an understanding of different cultures through the topics studied by the children, and we reflect this in the displays of work shown around the school.
- 2.3** Our curriculum reflects the attitudes, values and respect that we have for minority ethnic groups. So, for example, the history curriculum gives due emphasis to ancient African traditions and cultures in the work that the children do on the Ancient Egyptians. In the religious education curriculum topic on religious festivals, the children study the importance of Diwali to Hindus and Sikhs.

- 2.4** Should anyone at our school be a victim of racism, we will do all we can to support that person in overcoming any difficulties they may have.

#### **3 The Role of Governors**

- 3.1** The governing body has set out its commitment to equal opportunities in this policy statement, and it will continue to do all it can to ensure that all members of the school community are treated fairly and with equality.
- 3.2** The governing body seeks to ensure that people with disabilities are not discriminated against when applying for jobs at our school. The governors take all reasonable steps to ensure that the school environment gives access to people with disabilities.
- 3.3** The governing body will, in its AGM, make reference to arrangements for disabled pupils.
- 3.4** The school is committed to completing the action plan for the introduction and implementation of DDA.

- 3.5** The governors welcome all applications to join the school, whatever background or disability a child may have.
- 3.6** The governing body ensures that no child is discriminated against whilst in our school on account of their sex, religion or race. So, for example, all children have access to the full range of the curriculum, and regulations regarding school uniform will be applied equally to boys and girls. If a child's religion affects the school uniform, then the school will deal with each case sensitively and with respect for the child's cultural traditions.
- 4 The Role of the Head of Learning**
- 4.1** It is the Head of Learning's role to implement the school's equal opportunities and anti-racist policy and s/he is supported by the governing body in so doing.
- 4.2** It is the Head of Learning's role to ensure that all staff are aware of the school policy on equal opportunities, and that teachers apply these guidelines fairly in all situations.
- 4.3** The Head of Learning ensures that all appointments panels give due regard to this policy, so that no-one is discriminated against when it comes to employment or training opportunities.
- 4.4** The Head of Learning promotes the principle of equal opportunity when developing the curriculum, and promotes respect for other people in all aspects of school life, for example, in the assembly, where respect for other people is a regular theme, and in displays shown around the school.
- 4.5** The Head of Learning treats all incidents of unfair treatment and any racist incidents with due seriousness.
- 5 The Role of the Class Teacher**
- 5.1** The class teacher ensures that all pupils are treated fairly, equally and with respect. We do not discriminate against any child.
- 5.2** When selecting classroom material, teachers pay due regard to the sensitivities of all members of the class and do not provide material that is racist or sexist in nature. Teachers strive to provide material that gives positive images of ethnic minorities and that challenges stereotypical images of minority groups.
- 5.3** When designing schemes of work, we use this policy to guide us, both in our choice of topics to study, and in how to approach sensitive issues. So, for example, history topics in our school include examples of the significant contributions women have made to developments in this country's history. In geography topics the teacher attempts to counter stereotypical images of Africa and Asia and to show the true diversity of development in different parts of the world.
- 5.4** All our teachers challenge any incidents of prejudice or racism. We record any serious incidents in the school log book, and draw them to the attention of the Head of Learning. Teachers support the work of ancillary or support staff and encourage them to intervene in a positive way against any occurrence of discrimination.
- 6 Monitoring and review**
- 6.1** It is the responsibility of our governing body to monitor the effectiveness of this Equal Opportunities policy. The governing body does this by:
- monitoring the progress of pupils of minority groups and comparing it to the progress made by other pupils in the school
  - monitoring the staff appointment process, so that no-one applying for a post at this school is discriminated against
  - requiring the Head of Learning to report to governors on an annual basis on the effectiveness of this policy
  - taking into serious consideration any complaints regarding equal opportunity issues from parents, staff or pupils
  - monitoring the school behaviour and exclusions policy, so those pupils from minority groups are not unfairly treated.