



SINGLE EQUALITY POLICY

Amended/Reviewed by: Governing Body Resources Sub-Committee

Date adopted by Governing Body: 9th July 2019

Signed:

Headteacher

Chair of Governors

Next review date: July 2020

Introduction

The expectations of Governors and staff at the Vale School are that equal opportunities are embedded into our organisational practice to create the basic foundations of our educational work. We are continually working to ensure that all our policies and practices reflect and incorporate equalities objectives in creating a positive working ethos/environment for our staff and pupils. We are committed to challenging all types of discrimination and responding to any member of the school community who may become a victim of such action.

We will ensure that every student irrespective of race, disability, gender, religion or sexual orientation is able to achieve as much as they possibly can and that strategies are in place to raise awareness of disability, tackle discrimination and under achievement. The school aims to make sure that every pupil has access to the necessary support required to enable them to achieve the highest standards possible.

The Vale serves a community which is very diverse, with staff and families from many different social, economic, ethnic, cultural and religious backgrounds. As well as coming from these diverse backgrounds, our students have a range of needs including physical disabilities, medical needs, learning needs, social emotional needs which adds an additional dimension to all the families' needs and requirements of the staff. At the Vale, we are proud to respect and value this diversity and make every effort to ensure that each of our children is given the fullest opportunity to reach her or his own potential.

We reach out to all our families and welcome and encourage them to become part of the school community. We work hard to build a caring, stimulating and enabling environment for our children, constantly monitoring their individual performance, their achievements and their progress, giving praise and support, ensuring access through pupil voice and other means, support and advice as it is needed.

EQUALITY STATEMENT

Legal Duties

As a school we welcome our duties under the Equality Act 2010. The general duties are to:

- eliminate discrimination,
- advance equality of opportunity
- foster good relations

We understand the principal of the act and the work needed to ensure that those with protected characteristics are not discriminated against and are given equality of opportunity.

A protected characteristic under the act covers the groups listed below:

- age (for employees not for service provision),
- disability
- race
- sex (including issues of transgender)
- gender reassignment
- maternity and pregnancy
- religion and belief,
- sexual orientation
- Marriage and Civil Partnership (for employees)

In order to meet our general duties, listed above, the law requires us to do some specific duties to demonstrate how we meet the general duties. These are to:

- Publish equality Information – to demonstrate compliance with the general duty across its functions (We will not publish any information that can specifically identify any child)
- Prepare and publish equality objectives

To do this we will collect data related to the protected characteristics above and analyse this data to determine our focus for our equality objectives. The data will be assessed across our core provisions as a school. This will include the following functions:

- Admissions
- Attendance
- Attainment
- Exclusions
- Prejudice related incidents

Our objectives will detail how we will ensure equality is applied to the services listed above however where we find evidence that other functions have a significant impact on any particular group we will include work in this area.

We also welcome our duty under the Education and Inspections Act 2006 to promote community cohesion.

We recognise that these duties reflect international human rights standards as expressed in 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.

In fulfilling our legal obligations we will:

- Recognise and respect diversity
- Foster positive attitudes and relationships, and a shared sense of belonging
- Observe good equalities practice, including staff recruitment, retention and development
- Aim to reduce and remove existing inequalities and barriers
- Consult and involve widely
- Strive to ensure that society will benefit

Our Ethos/mission

Vale School Vision:

..striving to be *'The best we can be'* through..

Valuing diversity

Aspirations and Achievement

Learning together

Encouragement and Fun

Safety and Support

Communication and creativity

High quality teaching and care

Opportunities and challenge

Open team approach

Learning for life

Addressing Prejudice Related Incidents

This school is opposed to all forms of prejudice and we recognise that children and young people who experience any form of prejudice related discrimination may fair less well in the education system. We provide both our pupils and staff with an awareness of the impact of prejudice in order to prevent any incidents. If incidents still occur we address them immediately and report them to the Local Authority using their guidance material. The Local Authority may provide some support.

Responsibility

We believe that promoting Equality is the whole schools responsibility:

School Community	Responsibility
Governing Body	Involving and engaging the whole school community in identifying and understanding equality barriers and in the setting of objectives to address these. Monitoring progress towards achieving equality objectives. Publishing data and publishing equality objectives.
Headteacher	As above including: Promoting key messages to staff, parents and pupils about equality and what is expected of them and can be expected from the school in carrying out its day to day duties. Ensuring that all school community receives adequate training to meet the need of delivering equality, including pupil awareness. Ensure that all staff are aware of their responsibility to record and report prejudice related incidents.
School Leadership Team	To support the Head as above Ensure fair treatment and access to services and opportunities. Ensure that all staff are aware of their responsibility to record and report prejudice related incidents.
Teaching Staff	Help in delivering the right outcomes for pupils. Uphold the commitment made to pupils and parents/carers on how they can be expected to be treated. Design and deliver an inclusive curriculum Ensure that aware of responsibility to record and report prejudice related incidents.
Non Teaching Staff	Support the school and the governing body in delivering a fair and equitable service to all stakeholders Uphold the commitment made by the headteacher on how pupils and parents/carers can be expected to be treated Support colleagues within the school community Ensure that aware of responsibility to record and report prejudice related incidents
Parents	Take an active part in identifying barriers for the school community and in informing the governing body of actions that can be taken to eradicate these Take an active role in supporting and challenging the school to achieve the commitment given to the school community in tackling inequality and achieving equality of opportunity for all.
Pupils	Supporting the school to achieve the commitment made to tackling inequality. Uphold the commitment made by the head teacher on how pupils and parents/carers, staff and the wider school community can be expected to be treated.
Local Community Members	Take an active part in identifying barriers for the school community and in informing the governing body of actions that can be taken to eradicate these Take an active role in supporting and challenging the school to achieve the commitment made to the school community in tackling inequality and achieving equality of opportunity for all.

We will ensure that the whole school community is aware of the Single Equality Policy and our published equality information and equality objectives by publishing them on the school website, staff information portal and other mediums identified by the governing body.

Breaches

Breaches to this statement will be dealt with in the same ways that breaches of other school policies are dealt with, as determined by the head teacher and governing body.

Monitor and Review

We will review our objectives in relation to any changes in our school profile. Our objectives will sit in our overall school improvement plan and therefore will be reviewed as part of this process.

Further guidance for parents and carers and school governors on the [Equality Act 2010](http://www.legislation.gov.uk) can be found on www.legislation.gov.uk

Equality Objectives (focused on outcomes rather than processes)

- Strive to achieve equality of opportunity for all, adults and pupils, regardless of age, gender, ethnicity etc.
- Educate all about discrimination and prejudice and promote a harmonious environment and British Values (social cohesion)
- Strive for all pupils regardless of ethnicity, age, gender to achieve the highest possible standards in their learning and make very good progress
- Ensure that the appointment of staff is in line with equal opportunities legislation
- Ensure that the governing body of the school reflects that of the wider community
- Identify barriers to learning and participation and provide appropriately to meet a diversity of needs