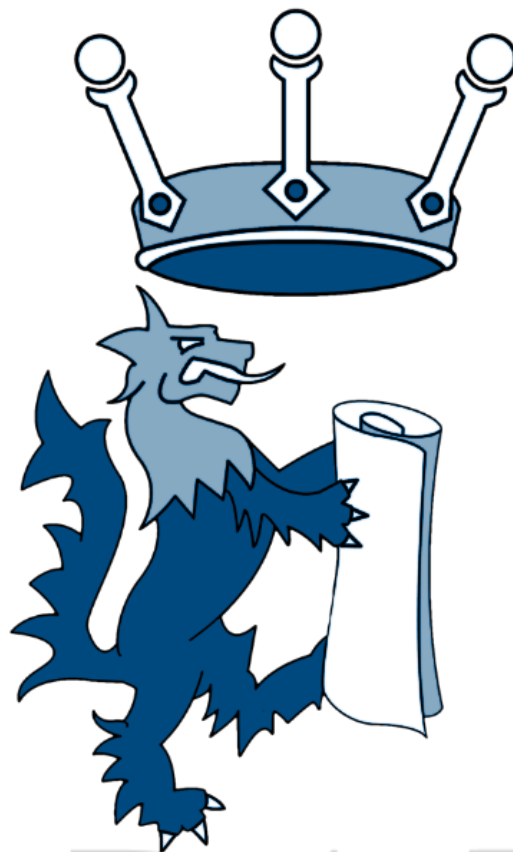


Equality Policy, Statement and Objectives

The Sittingbourne School



DRAFT

Approved by:

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Last reviewed on:

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1. Overview

1.1 This policy reflects the Single 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 (i.e. Race) and Gender.

1.2 The Single Equality Act combines the existing three duties into one new Equality Duty. We aim, as a school, to produce a safe and secure environment where all can learn without anxiety and where there is mutual respect for other people and the environment. We are committed to promoting respect and equality across all protected characteristics, including sexual orientation and gender identity, and preparing students for life in diverse 21st Century Britain. We tackle discrimination quickly and firmly and aim to make equality of opportunity a reality for our children.

We recognise and pay attention to the different groups of learners within our school:

- Males and females
- Learners with different sexual orientations and gender identities (including LGBT+);
- Minority ethnic and faith groups
- Learners with English as an additional language
- Learners with special educational needs
- Learners with a disability
- Academically More Able learners
- Learners who are at risk of disaffection or exclusion

This Single Equality Policy summarises the school's approach in ensuring equality for all.

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 their age, disability, gender, gender-identity, sexual orientation, colour, race, ethnic or national origin, disability or religious beliefs.

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 students 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 preventive 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 global 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 discriminatory incidents and reporting them to the appropriate body. We monitor and log incidents that discriminate against children and young people or adults in our school with protected characteristics, e.g. racist or homophobic bullying. We also monitor and log incidents of unkindness and bullying.

4. Strategies

4.1 Monitoring, evaluation and review carried out by the Leadership Team will ensure that procedures and practices within the school reflect the objectives of this policy.

4.2 Parents and governors will be involved and consulted about the provision being offered by the school.

4.3 Teachers will ensure that 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 students will be celebrated and recognised

5. Outcomes

5.1 This policy will play an important part in the educational development of individual students.

5.2 It will ensure that all students 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 their age, disability, gender, gender-identity, race, religion or belief and sexual orientation in accordance with the requirements of The Single 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 2020:

To develop professional practice that is consistently good or better in order to ensure good progress and outcomes for ALL children.

7. Monitoring Arrangements

7.1 This policy is monitored on a day-to-day basis by the Head of School, who reports to governors about the effectiveness of the policy on request.

8. Links with other policies

This policy links to our policies on:

The Sittingbourne School:

- TSS Accessibility plan
- TSS Behaviour Policy
- TSS Admissions Policy
- TSS Anti-Bullying Policy
- TSS Child Protection and Safeguarding Policy and Procedure
- TSS Equality Statement
- TSS Children with health needs who cannot attend school policy
- TSS Health and Safety Policy
- TSS Supporting Students with Medical Conditions
- TSS Anti-Racism Policy
- TSS Anti-Discrimination Policy

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The Swale Academies Trust:

- SAT Supporting Students with Medical Conditions
- SAT Complaints Policy
- SAT Equality Statement