

The Chalfonts Community College



EQUALITY AND DIVERSITY POLICY

September 2018

**Review Date : September
2019**

Member of Leadership responsible:

Vice Principal Committee: Quality for Learning

The Chalfonts Community College

Purpose of Document

The objective of this policy is to provide a framework for the school to pursue its Public Sector Equality

Duty (PSED) under; The Equality Act (2010). The duty extends to all protected characteristics as well as any other vulnerable groups.

Protected characteristics are: race – this includes ethnic or national origins, colour or nationality, disability, age, religion or belief – this includes lack of belief, sex, sexual orientation, pregnancy and maternity and gender reassignment.

We are required to have due regard for the need to eliminate discrimination; advance equality of opportunity between people who share a protected characteristic and people who do not share it; foster good relations across all characteristics as well as between people who share a protected characteristic and people who do not share it.

The principles of this policy apply to all members of the extended school community - pupils, staff, Governing Body, parents, volunteers and community members. Partners and contractors are also expected to abide by the policy.

Equality and Diversity Statement

We will not tolerate less favourable treatment of anyone on the grounds of race, disability, sex, age, religion or belief, sexual orientation, pregnancy and maternity and gender reassignment. In addition, we will not tolerate less favourable treatment of those for whom English is an additional language, minority ethnic pupils, Gypsy, Roma and Traveller pupils, young carers or any other vulnerable groups.

Equality and Diversity goes beyond meeting legal obligations or targets. It is about making a difference, to the lives of the communities we serve, treating all people with dignity and respect, and recognising the value of each individual. This means an ongoing commitment to ensuring that our services meet the varied and individual needs of all members of the school community.

To that end, through our school ethos, curriculum and community links, we will work towards;

- a common vision;
- a sense of belonging for all;
- similar life opportunities for all.

Guiding Principles

At The Chalfonts Community College we fully endorse and accept the following principles:

All learners are of equal value - "Achievement for All"

All learners and potential learners are of equal value and benefit equally from school policies, practices and programmes, whatever their ability, background, gender identity or cultural identity.

Relevant differences are recognised

Treating people equally can mean treating them differently. Practices and programmes do not discriminate, but may be differentiated to take account of differences of life experience, outlook and background.

We foster positive attitudes, relationships and a shared sense of belonging

Programmes promote - positive attitudes and interactions; - mutual respect and good relations; - an absence of harassment or prejudice-related bullying between people of different ability, special educational need, sex, race, religion and belief, disability, sexual orientation, gender reassignment or anyone else belonging to a vulnerable group.

Staff recruitment, retention and development

Policies and procedures benefit all employees and potential employees in recruitment, professional development and promotion.

Society as a whole benefits Programmes benefit society as a whole, locally, nationally and internationally, by fostering greater cohesion and greater participation in public life of people with protected characteristics.

Equalities Legislation

Our commitment is reinforced through our legal duty both as an employer and service provider. The legal duties come from a range of relevant equality legislation and associated codes of practice, many of which have subsequently been merged into the Public Sector Equality Duty (PSED) under The Equality Act (2010). Through this policy we are committed to complying with the general and specific duties, as well as codes of practice.

Race

The Race Relations Act (1976) and the Race Relations Amendment Act (2000) requires schools to take appropriate steps to promote race equality, eliminate unlawful race discrimination and promote good race relations.

Disability

The Disability Discrimination Act (1995 and 2005) places a positive duty on us to ensure that services provided by the school are accessible to disabled people, that we promote disability equality, eliminate discrimination and harassment and promote positive attitudes to encourage participation.

Sex and Gender

The Sexual Discrimination Act (1975), the Equality Act (2006) and the Equal Pay Act (1970) place a positive duty on us not to treat anyone unfairly because of their sex or gender identity; this means to eliminate discrimination and promote equality of opportunity between girls and boys, men and women.

Sexual Orientation

All public bodies have responsibilities to promote equal opportunities on the grounds of sexual orientation through the Employment Equality (Sexual Orientation) Regulations 2003 and the Equality Act (Sexual Orientation) Regulations 2007.

Religion and Belief

The school has responsibilities to promote equal opportunities in employment and vocational training, on the grounds of religion and belief through the Employment Equality (Religion or Belief) Regulations 2003.

Age

The school has responsibilities to promote equal opportunities in employment and vocational training on the grounds of age, through the Age Discrimination Act (2006) and Age Discrimination Regulations.

Community Cohesion

The Education and Inspections Act 2006, places a responsibility on schools to promote community cohesion, locally, nationally and globally. We will do this through promoting a shared vision, a commitment to equality and social justice, respecting people's different backgrounds and promoting positive relationships in the school and local neighbourhood.

Future Legislation

We will also welcome the contribution of future equalities legislation to provide equal opportunities for everyone.

The Chalfonts Community College is committed to ensuring all regulations are followed.

Implementation

We will ensure implementation through action in the following areas:

Relationships and ethos - to foster behaviour based on rights, responsibilities and mutual respect between all members of the school community; to support pupils' personal development and wellbeing; to address and record all forms of prejudice-related bullying; to promote The Chalfonts Community College as a school, expecting all pupils to pass on information to staff that threatens equality, diversity and community cohesion.

Equity and excellence - to ensure equal opportunities for all to succeed at the highest possible level achievable, removing barriers to access and participation in learning and wider activities, also, minimising variations in outcomes for different groups.

Teaching, learning and curriculum - to teach pupils to understand others, promote common values and value diversity, to promote awareness of human rights and of the responsibility to uphold and defend them, and to develop skills of participation and responsible action.

Engagement and extended services - to provide a means for children, young people and their families to interact with people from different backgrounds and build positive relations, including links with different school communities locally, across the country and internationally.

Equality objectives — Each year, we will set equality objectives to improve the school experience of a range of different pupils. These will be published on our website and the work we are doing to achieve them publicised. They will be reviewed at the end of the year.

Monitoring, Reviewing and Assessing Impact

This policy will be regularly monitored and reviewed by staff and governors to ensure that it is effective.

A named member of the Leadership team monitors specific outcomes annually.

The Chalfonts Community College

Roles and Responsibilities

All who are associated with The Chalfonts Community College have a responsibility for promoting equality and inclusion and avoiding unfair discrimination.

The Governing Body is responsible for:

- Making sure the school complies with all current equality legislation.
- Making sure this policy and its procedures are followed.
- Making sure that the school has up to date equality.

The Principal is responsible for:

- Taking appropriate action in cases of harassment and discrimination.
- Reporting racist incidents to the local authority.
- Appointing a member of the Leadership team to be responsible for coordinating and monitoring work on equality and diversity issues.

The member of Leadership responsible for Equality and Diversity is responsible for:

- Making sure the policy is readily available and that the Governing Body, staff, pupils, and their parents/carers know about it.
- Making sure its procedures are followed.
- Producing regular information for staff and the Governing Body about the policy and how it is working, and providing training for them on the policy, if necessary.
- Making sure all staff know their responsibilities and receive training and support in carrying these out.
- Monitoring exclusions, analysing any possible patterns and acting on the findings.

All our staff are responsible for:

- Proactively following this policy and any associated guidelines.
- Providing role models for pupils through their own actions.
- Dealing with racist, sexist and homophobic incidents, and recognising and tackling other forms of bias and stereotyping.
- Promoting equality and good community relations and avoiding discrimination towards anyone because of their protected characteristics or because they belong to a vulnerable group.
- Maintaining high expectations for all pupils.

All our pupils are responsible for:

- Treating others kindly and fairly without prejudice, discrimination or harassment.
- Attending and engaging in their own learning as well as allowing and helping other pupils to learn.
- Telling staff about any discrimination-related incidents that occur.

All our parents/carers are responsible for:

- Supporting our school in its implementation of this policy.
- Following the school policy through their own behaviour.
- Ensuring their children attend and engage in the learning.

Responsibility for overseeing equality practices in the school lies with the Principal

and the appointed member of Leadership, who report to the Governing Body.

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Breaches of the Policy

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 Principal and the Governing Body.