

# Single Equality Policy



DOCUMENT DETAILS	
<b>Target Audience (s):</b>	<input checked="" type="checkbox"/> All Staff <input type="checkbox"/> Clinical Staff <input type="checkbox"/> Non Clinical Staff <input type="checkbox"/> External suppliers or visitors <input type="checkbox"/> Regulatory / Legal bodies <input type="checkbox"/> Other (eg. Patients) <input type="checkbox"/> Teaching staff
<b>Policy Author (Subject Matter Expert):</b>	Adel Shirbini
<b>Policy Committee Sponsor:</b>	Peter Curtis
<b>Frequency of review:</b>	2 years
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<b>Committee Ratification Date:</b>	
<b>Next Scheduled Review:</b>	06/02/2021

Ellern Mede School is dedicated to ensuring that all members of the school community and the wider community are treated equally, fairly, and with respect by the school and by each other. This applies to the school as a place of education, a business, and an employer.

Prejudice, discrimination, and victimisation are not tolerated, and we work hard to instil in our students a strong understanding of right and wrong, including the importance of inclusion, acceptance, and compassion towards others. The school's main priority is to provide the best education and care that we can, and establish a cooperative working relationship between home and school, so as to aid the development, progress, and needs of all our students.

This policy sets out how the school will promote equality of opportunity regardless of race, gender, transgender, disability, age, religion or belief and sexual orientation, in both the delivery of its services and the employment of its staff. It is adopted by Ellern Mede School in line with the Equality Act 2010 and is the foundation of all the school's other policies – particularly the special educational needs, admissions, appraisal, safeguarding, anti-bullying and the behaviour policies.

This policy is fully reflected in our school's vision and values, which seek to promote good relationships between everyone in the school community, building an atmosphere of mutual trust and confidence.

### **Aims**

To provide an environment that promotes equality of opportunity for all our students and staff

To eliminate unlawful direct and indirect discrimination

To guarantee that no one receives less favourable treatment on grounds of their age, ethnic origin, colour, disability, creed, marital status, nationality, race, religion, culture, gender or sexual orientation

To eradicate bullying, harassment, prejudice, stereotyping and unfair discrimination

To value, celebrate and learn from our diverse population.

### **Roles and responsibilities**

It is the responsibility of the proprietor to ensure that there is an Equality policy in place. The frequency for review should be determined annually by the Head Teacher but is required at least every two years.

The Head Teacher will undertake policy consultation and review as required . It should be noted that -

- There is ongoing evaluation of the school's systems by the Advisory Board
- Policies are reviewed individually within the timescale stated on each document.
- Additionally the policy is reviewed if and when new guidance is issued by the DFE.

It is the responsibility of Ellern Mede School to ensure that all steps required within the policy are adhered to.

The Head Teacher, with the support of the rest of the team, will:

- Create a school environment that promotes equality and challenges discrimination
- It is a whole-school responsibility and requires all members of the school community to be actively involved in breaking down barriers to learning and barriers to social and emotional development that prejudice can create.
- Individuals in the school are expected to take responsibility for supporting and promoting equality in school.
- All individuals should promote the single equalities policy both within the school and externally to the rest of the community
- Ensure that all staff are aware of their roles and responsibilities regarding the promotion and delivery of equality in school
- Report back on how the policy is working in practice.

## **Staff**

School staff will:

- ensure that they are up to date and aware of the contents of this policy
- challenge inappropriate language and behaviour
- tackle bias and stereotyping
- work to promote anti-bullying strategies as outlined in the school's behaviour and anti-bullying policies
- show a commitment to undertake development and training within this area

## **Students**

Students at the school will:

- engage with the school in eliminating any discrimination
- promote a positive work environment

- report to school staff any incidents of in appropriate language or behaviour, discrimination or victimisation that they know to have occurred
- work to promote the anti-bullying strategies outlined in the school's behaviour and anti-bullying policies
- set a good example regarding behaviour and social awareness to younger students and their peers.

## **Parents, carers and visitors**

Parents and carers are expected to:

- attend any relevant meetings/awareness-raising sessions that they are invited to relating to the school's equality policy
- work with the school to resolve any incident relating to discrimination or victimisation that their child is involved in

## **Key groups at risk**

While the school recognises that any person or group of people can become victim to discrimination, victimisation or unfair treatment, people may be more at risk of becoming victims of inequality due to:

- Age (for staff only)
- Race and Ethnicity
- English as an Additional Language
- Special Educational Needs
- Disability
- Children Looked After
- Gender
- Gender identity and reassignment
- Religion or belief
- Sexual orientation
- Material deprivation

### **Recruitment**

At Ellern Mede School is committed to providing equality of opportunity for all and ensuring that all stages of recruitment and selection are fair. Recruitment and selection procedures are reviewed on a regular basis to ensure that applicants are not discriminated against on the grounds of age, race, ethnicity, disability, gender, gender identity and reassignment, religion/belief or sexual orientation.

### **Equal opportunities for staff**

As part of our commitment to the implementation of equal opportunities principles and the monitoring and active promotion of equality in all aspects of staffing and employment, the school will ensure that:

- all staff appointments and promotions are made on the basis of merit and ability and in compliance with the law
- staffing of the school reflects the diversity of our community wherever possible
- we eliminate discrimination and harassment in our employment practice and actively promote equality across all groups within our workforce
- we respect the religious beliefs and practice of all staff, students and parents, and comply with reasonable requests relating to religious observance and practice
- all staff, including support and administrative staff, receive appropriate training and opportunities for professional development, both as individuals and as groups or teams.

### **Staff disciplinary procedure**

Ellern Mede School is committed to ensuring that all school staff are treated fairly and consistently and this is held to account through our staff disciplinary and grievance policies.

The school has a whistle-blowing policy to enable staff to voice complaints and grievances in the confidential environment of the school. Under this policy all grievances are dealt with fully, promptly, and fairly.

## **Students**

Behaviour, exclusions and attendance

The school behaviour policy takes full account of the duties under the Equality Act. The school makes reasonable, appropriate and flexible adjustments for students with special educational needs and disabilities.

## **The curriculum**

Learning experiences give students opportunities to:

- Talk about personal experiences and feelings
- Express and clarify ideas and beliefs
- Speak about difficult events, e.g. bullying, discrimination, world events etc.
- Share thoughts and feelings with other people
- Consider others' needs and behaviour
- Show empathy
- Develop self-esteem and a respect for others
- Develop resilience

Lessons provide opportunities to enable students to develop morally, spiritually, socially and culturally — e.g. skills and attitudes such as empathy, respect, open mindedness, sensitivity and critical awareness.

Equality across the curriculum is developed through activities that encourage students to reflect on the significance of what they are learning, and to recognise any challenges that there may be to their own attitude and lifestyle.

All curriculum areas seek illustrations and examples drawn from a wide range of cultural and social contexts.

Curriculum areas provide opportunities for students to:

- Explore British values
- Debate high profile and emotive world issues and events
- Learn an awareness of treating all as equals
- Agree and disagree in a constructive manner
- Work cooperatively and collaboratively

All students are given equal access to the curriculum, extra-curricular activities in agreement with Ellern Mede Hospital.

This policy works in conjunction with the Safer Recruitment Policy, SEN policy, Anti bullying Policy.