



Learning
Respect
Compassion
Responsibility

SOUTHVIEW SCHOOL

EQUALITY INFORMATION AND OBJECTIVES POLICY

This Equality Information and Objectives Policy represents a commitment to a common set of values and objectives and to a consistent approach to communicating, implementing and monitoring the policy. The policy reflects the ethos the school engenders in both staff and learners.

All adults and learners are committed to promoting and achieving equality of opportunity for all learners, parents, staff, governors and visitors. We believe that all people are of equal value and are entitled to equality of opportunity irrespective of ability, disability, sex, race, ethnicity, religion, culture, social class, appearance or sexual orientation.

Equality of opportunity is fundamental to good practice in education, in which fairness of opportunity for all is a basic right. This policy is therefore underpinned by the following values, principles and standards:

- equality and social justice
- acknowledging and valuing diversity
- respect for others
- compliance with equal opportunities legislation
- elimination of all forms of prejudice and unfair discrimination
- active challenge to stereotypes, prejudiced attitudes and unfair discriminatory behaviour
- commitment to inclusive education which enables and supports all students to develop their full potential
- commitment to the positive development of all staff and governors
- accountability for compliance with this policy by all members of the School community and others engaged in School business or activities.

The objectives of this Equality Information and Objectives Policy are to:

- develop an ethos which respects and values all people
- actively promote equality
- prepare students for life in a diverse society
- promote good relations amongst people within the School community and the wider communities within which we work
- eliminate all forms of unfair discrimination, bullying, harassment or other oppressive behaviour
- deliver equality through our School policies, procedures and practice
- do our utmost, within available resources, to remove barriers which limit or discourage access to School provision and activities
- take positive action to provide encouragement and support to individuals and groups whose progress has been limited by stereotyping and cultural expectations

- monitor the implementation of equal opportunities within the School

We will take active steps to communicate this Policy to all students, parents, staff, governors, partners, stakeholders, contractors and visitors to the School/College.

Trustees and Governors

The Trustees and Governors are responsible for:

- making sure the School follows all of its equality and diversity policies and codes, and meets its legal responsibilities with respect to equality

In accordance with our mission and school values, we regard appointments of School Trustees and Governors as one of the most important aspects of school life.

Having assessed our school practices and in accordance with our Equality and Diversity policy, we appoint Governors without discrimination of:

- ethnicity,
- religion or belief,
- socio-economic background,
- gender and gender identity,
- disability,
- sexual orientation, and
- age.

We will ensure that all appointed Governors promote community cohesion at school, local, national and global levels, comparing our school community to its local and national context and implementing all necessary actions in relation to:

- ethnicity,
- religion or belief, and
- socio-economic background.

Head Teacher

The Head Teacher is responsible for:

- giving a consistent and high-profile lead on equality and diversity
- promoting equal opportunities inside and outside the School
- ensuring policies and procedures are in place to comply with all equality legislation
- ensuring that the School implements its equality and diversity policies and codes of practice
- putting the School's equality and diversity policies and codes into practice supporting the Community Code⁴ and Vision Statement philosophy which underpins our work.
- making sure that all staff know their responsibilities and receive the support and training necessary to carry them out
- following the relevant procedures and taking action in cases of unfair discrimination, harassment or bullying

Staff

All staff are responsible for:

- promoting equality and diversity, and avoiding unfair discrimination, implementing and supporting learners in implementing the Community Code and Vision Statement.
- challenging any incidents of unfair discrimination, or racial, sexual or other stereotyping or bullying perpetrated by learners or other staff and reporting these to the leadership on the appropriate documents, WHITE FORMS, or if serious PINK FORMS
- keeping up-to-date with equality law and participating in equal opportunities and diversity training

Learners

Learners are responsible for:

- respecting others in their language and actions
- obeying all of the School's equal opportunities policies and codes

Monitoring the Policy

Measure reported incidents, informal observation of school, lesson observations, and styles of language used by staff with learners.

This Equal Opportunities Policy complements the HR Employment Policy, the Community Code, Vision Statement, the schools Child Protection Policy and practice. This school is an institution which promotes equality of opportunity for all.

Reviewed: Autumn 2022

Next Review: Autumn 2025