

EQUAL OPPORTUNITIES POLICY

1. Equality and Diversity Policy Statement

- 1.1 Specific duties that Churchward School must follow are outlined in the Disability Discrimination Act 2005 and the Equality Act 2010 (<http://homeoffice.gov.uk/equalities/equality-act/>) respectively and the accompanying regulations. This Equality and Diversity Policy sets out in detail how Churchward School intends to meet its statutory duties and follow best practice. It is effectively a strategy and action plan that summarises Churchward School approach to equality across the whole of Churchward School community and future actions will become part of Churchward School Development Plan where appropriate

2. Aim

- 2.1 Churchward School is committed to ensuring equality of education and opportunity for all members of Churchward School community –students, staff, governors, parents and community members. Churchward School aims to develop a culture of inclusion and diversity where everyone, irrespective of their race, ethnic or national origin or their citizenship, gender, age, sexual orientation, religious belief or disability feels welcome, valued and able to participate fully in school life.
- 2.2 Churchward School recognises its general responsibilities under the Race, Disability and Gender Equality Schemes Duties to have due regard to:
- a. Continue to strive to ensure that everyone in Churchward School is treated with respect and dignity.
 - b. Give fair and equal opportunities to each person in Churchward School to develop their full potential with positive regard to gender, age, ethnicity, cultural and religious background, age, sexuality or disability.
 - c. Promote good race relations between persons of different racial groups and avoid racial discrimination, whether direct or indirect.
 - d. Actively promote race equality, oppose racism in all its forms and foster positive attitudes, respect, equality and partnership as Churchward School works with students, parents and the wider community.
 - e. Promote equality of opportunity between disabled and non-disabled people.
 - f. Eliminate discrimination and harassment.
 - g. Promote positive attitudes towards disabled people.
 - h. Encourage participation by disabled people in public life.
 - i. Take steps to take account of a disabled person's impairments, even where that involves treating the disabled person more favourably than other people.
 - j. Promote equality of opportunity between the sexes.

- 2.3 Churchward School will endeavour to create a community where students are well prepared for life in a diverse, pluralist society.
- 2.4 Churchward School aims to ensure that no students, staff, parents or carers or any other person through their contact with the school receives less favourable treatment on any grounds which cannot be shown to be justified. This covers race, colour, nationality, ethnic or national origin, religion or belief, gender, marital status, responsibility for children or other dependents, disability, sexual orientation, gender reassignment, age, trade union or political activities, social class, where the person lives or spent convictions.

3. Leadership, Management and Governance

- 3.1 The Governing Body (GB) is committed to meeting its duties under equality legislation. It is the responsibility of all staff, including those helping on a voluntary basis, and partner organisations to promote equality.
- 3.2 The GB will endeavour to ensure that all relevant policies reflect Churchward School commitment to the principles of equality and that this commitment is reflected clearly in all its work. Churchward School ensures the involvement of staff and Governors and, where appropriate, takes steps to enable the contribution of students and their parents / carers and other relevant parties.
- 3.3 Outcomes of monitoring and assessment will be reported to the GB and other key partners. Members of Churchward School community will be kept informed of Equality and Diversity initiatives being undertaken.
- 3.4 Churchward School adheres to recruitment and selection procedures, which are fair, equal, and in line with statutory duties and local authority guidance.
- 3.5 New staff are introduced to this document as part of their induction programme. Staff handbooks and regular professional development activities are available for all staff members to support their practice in relation to this policy.
- 3.6 Staff receive ongoing support and appropriate training to enable them to deal effectively with bullying and discriminatory incidents.
- 3.7 The pastoral support system takes account of disability, gender, religious and ethnic differences, and the experiences and particular needs of people living in a diverse society.
- 3.8 Support is given to victims and perpetrators of harassment and unacceptable behaviour. External agencies are involved, where appropriate.
- 3.9 Churchward School will use monitored data, including that relating to disability, ethnicity and gender to monitor admissions, attendance, exclusions and the use of sanctions and rewards. Including that relating to disability, ethnicity, and gender will be used to monitor the attainment, progress and the well-being of students, and, where appropriate, targets will be set. Analysed results will be used to inform planning and decision-making.

4. Learning and Teaching

- 4.1 All students have access to the curriculum in accordance with Department for Education (DfE) guidelines.
- 4.2 Classroom staff ensures that the classroom is an inclusive environment in which students feel safe, included and their contributions are valued. Teaching styles include collaborative learning so that students appreciate the value of working together. All students are encouraged to question, discuss and collaborate in problem-solving tasks at an appropriate level.
- 4.3 Student grouping in the classroom is planned and varied. Allocations to teaching groups are kept under review.
- 4.4 Classroom staff encourages students to become independent and to take appropriate responsibility for their own learning.
- 4.5 Staff challenges stereotypes and foster students' critical awareness and concepts of fairness, enabling them to detect bias and challenge inequalities.

5. School Curriculum

- 5.1 Curriculum planning takes account of the needs of all students and considers them in relation to the various equality strands. Churchward School monitors and evaluates its effectiveness in providing an appropriate curriculum for students of all backgrounds.
- 5.2 The curriculum builds on students' starting points and needs and is differentiated appropriately to ensure the inclusion of, boys and girls; levels of disability; students learning English as an additional language; students from minority groups; students who are looked after by the local authority and students who are at risk of disaffection and exclusion.
- 5.3 Each area of the curriculum is planned to incorporate the principles of equality and to promote positive attitudes to diversity. All subjects contribute to the spiritual, moral, social and cultural development of all students.
- 5.4 The content of the curriculum reflects and values diversity. It encourages students to explore bias and to challenge prejudice and stereotypes.
- 5.5 Extra-curricular activities and special events, e.g. school productions, Youth Club, and the Duke of Edinburgh Award Scheme, Dance Club, Choir, Well-Being Club, cater for the interests and capabilities of all students. Churchward School will give due regard to parental preferences and concerns.
- 5.6 Teaching and curriculum development are monitored to ensure high expectations of students from all groups.

6. Admissions, Attendance, Behaviour, Discipline and Exclusion

- 6.1 The admissions process is monitored by the Local Authority (LA) to ensure that it is administered fairly.
- 6.2 Churchward School procedures for disciplining students and managing behaviour are fair and applied equally to all. However, it is recognised that social / cultural background and other personal factors may affect behaviour. The school takes this

into account when dealing with incidents of unacceptable behaviour. All staff apply consistent systems of rewards and sanctions, including positive behaviour plans where needed.

6.3 Attendance is monitored and effective action is taken in order to reduce gaps in attendance between different groups of students. Appropriate personnel always follow up absence. Those involved in this work are aware of and sensitive to community issues.

6.4 Students, staff and parents are aware of procedures for dealing with harassment. They know that any language or behaviour that is racist, sexist, homophobic or potentially damaging to any group is always unacceptable.

6.5 Appropriate provision is made for leave of absence for religious observance for students and staff.

7. Attainment, Progress and Assessment

7.1 Staff have high expectations of all students and they continually challenge them to reach higher standards. Churchward School recognises and values all forms of achievement.

7.2 The monitoring and analysing of student performance by disability, gender, ethnicity and other social / cultural indicators enables the identification of groups of students where there are patterns of underachievement. Churchward School ensures that action is taken to counteract this.

7.3 Staff use a range of methods and strategies to assess student progress. Churchward School ensures, where possible, that assessment is free of gender, racial, cultural and social bias.

7.4 Self-assessment provides all students with opportunities to take responsibility for their own learning through regular reflection and feedback on their progress giving all students full opportunities to demonstrate what they know and can do and, therefore, to benefit from the process.

8. Partnership with Parents and the Community

8.1 Churchward School endeavours to provide information material for parents in accessible, user-friendly language and formats and Churchward School will endeavour to provide information in community languages, and alternative formats when requested.

8.2 All parents are encouraged to participate at all levels in the full life of Churchward School. Information and meetings for parents are made accessible for all. Parental involvement is monitored to ensure the participation of parents from all groups whose children are students at Churchward School.

8.3 Churchward School works in partnership with parents and the community to address specific incidents and to develop positive attitudes to diversity. Informal events are designed to include the whole community and at times may target minority or marginalised group.

9. Policy Review

9.1 This policy has been produced in consultation with staff, and students at Churchward School and has the approval of the Governing Body (GB). A copy of this policy is available to all who request it. It will be reviewed on an annual basis to ensure that the aims, objectives and adopted strategies remain relevant to Churchward School.

Signed Headteacher

Signed Chair of Governors

Date