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| Equality Information and Objectives | Communicating Love; Inspiring Communities to Flourish  **2020-222021**    Written: September 2020  Review: September 2021 |

**Equality Information and Objectives**

**Opening statement**

We welcome our duties under the Equality Act 2010. The school’s general duties, with regards to equalityare:

* Eliminating discrimination.
* Fostering good relationships.
* Advancing equality of opportunity.

We will not discriminate against, harass or victimise any pupil, prospective pupil, or other member of the school community because of their:

* Sex.
* Age.
* Race.
* Disability.
* Religion or belief.
* Sexual orientation.
* Gender reassignment.
* Pregnancy or maternity.
* Marriage and civil partnership.

We aim to promote pupils’ spiritual, moral, social and cultural development, with special emphasis on promoting equality and diversity, and eradicating prejudicial incidents for pupils and staff. Our school is committed to not only eliminating discrimination, but also increasing understanding and appreciation for diversity.

The protected characteristics, this policy and the objectives contained within it will be referred to and integrated into all aspects of St Gabriel’s CofE Academy’s provision, school improvement, management, policy development and reporting. Equality is promoted to all existing and new members of the school community through our website, assemblies, activities, visits, visitors, newsletters and other communications.

**Responsibilities**

The Governors will seek to ensure that the school complies with equalities legislation and that this policy and its procedures are implemented. Equalities will be considered as part of all relevant agenda items, for example personnel. There will also be regular opportunities for the Headteacher to report on equalities matters and progress against the objectives and for Governors to challenge and question.

The Headteacher will ensure that the policy and its procedures are implemented, that staff are aware of their responsibilities, that staff receive appropriate training and support in putting the policy into practice, and that disciplinary action is taken against staff or pupils who discriminate.

Training on equality responsibilities will form part of the induction process for all new staff.

All staff will deal with incidents in accordance with school procedures, and will know how to challenge bias and stereotyping. They will not discriminate on any grounds.

Teaching staff will offer full curriculum access to pupils from all protected characteristic groups. The curriculum they deliver will provide an equal representation of society, and will actively promote equality at all times.

**Aims to eradicate discrimination**

We believe that a greater understanding of the wonderful uniqueness of individuals will lead to greater level of success from pupils and staff as they feel cherished for who they are. Creating a prejudice-free environment where individuals feel loved and able to flourish is a commitment of the school. This environment will be achieved by:

* Focusing on the School’s Christian Values of Love; Respect; Community; Growth and Integrity
* Being respectful.
* Always treating all members of the school community fairly.
* Developing an understanding of diversity and the benefits it can have.
* Adopting an inclusive attitude.
* Adopting an inclusive curriculum that is accessible to all.
* Encouraging compassion and open-mindedness.

We are committed to having a balanced curriculum. We believe that our pupils should be exposed to ideas and concepts that will develop their understanding, to help ensure that pupils learn to become more accepting and inclusive of others. Challenging concepts will be delivered in a way that prevents discrimination and promotes inclusive attitudes.

**Curriculum**

Extra or special provision is made available for the needs of specific pupils as appropriate. Curriculum coverage includes equalities issues particularly in regard to tackling prejudice and promoting community cohesion and mutual understanding. Across the curriculum there are activities that promote pupils’ spiritual, moral, social and cultural development, and British values. St Gabriel’s CofE Academy takes part in local and national projects, events and award schemes to such as anti-bullying week which promote equality and diversity. Curriculum materials for all subjects ensure there are positive images of people from a wide range of backgrounds pertinent to the protected characteristics.

**Dealing with prejudice**

We do not tolerate any form of prejudice-related incident. Whether direct or indirect, we treat discrimination against all members of our school with the utmost severity. Prejudice related incidents will be dealt with under the school Behaviour Policy and Preventing Bullying Policy. When an incident is reported, through our thorough behaviour management procedure, the school will ensure appropriate action is taken and a resolution is put into place which is both fair and firm.

Our pupils are taught to be:

* Understanding of others.
* Celebratory of cultural diversity.
* Eager to reach their full potential.
* Inclusive.
* Aware of what constitutes discriminatory behaviour.

The school’s employees will not:

* Discriminate against any member of the school community.
* Treat other members of the school community unfairly.

The school’s employee’s will:

* Promote diversity and equality.
* Encourage and adopt an inclusive attitude.
* Lead by example.

Parents/carers will be contacted if their child is involved in any way in an alleged incident that possibly involves discrimination against one of the 9 protected characteristics and they will be kept informed of the progress and outcome of any investigation.

Any incident that is alleged or perceived to be discriminatory will be recorded and if, following investigation, it is concluded that it is not discriminatory, this outcome will be noted on both the school record of the incident and the report that is submitted to the Local Authority.

Reports of incidents will not identify individuals, but this information will be kept at school level, in line with other records on behaviour and incidents of bullying.

All pupils, parents and staff are aware of our procedures for dealing with discriminatory incidents, and all staff are trained to deal firmly, consistently and effectively with such incidents.

Victims will be supported by the school and, where appropriate, we will seek the support of external agencies.

**Consultation, Involvement and Engagement**

The Academy has procedures for consulting and involving parents and carers, and engaging with local groups and organisations and has regard in these for the concerns and requirements of the Equality Act 2010.

Questionnaires and PHSE activities are undertaken to evaluate how all groups of pupils think and feel about the school and has regard in these for the concerns and requirements of the Equality Act 2010.

**Equality and dignity in the workplace**

The Houlton CofE Multi Academy Trust Equal Opportunities and Dignity at Work Policy further outlines the Trust’s (as the employer) policies regarding equality.

We do not discriminate against staff with regards to their:

* Age.
* Disability.
* Gender reassignment.
* Marital or civil partner status.
* Pregnancy or maternity.
* Race.
* Religion or belief.
* Sex.
* Sexual orientation.

Equality of opportunity and non-discrimination extends to the treatment of all members of the school community. All staff members are obliged to act in accordance will the Trust’s various policies relating to equality.

The Staff Induction Policy includes reference to equality matters.

Recruitment and promotion of all staff is based on equal opportunities practices.

We will guarantee that no redundancy is the result of direct or indirect prejudice. All disciplinary procedures are non-prejudicial, whether they result in warnings, dismissal, or any other disciplinary action.

**Closing statement**

Prejudice is not tolerated and we are continuously working towards building a loving and respectful environment for our school community to flourish.

**Equality Objectives 2020-2021**

1. Embed a high-quality Relationships and Sex Education curriculum as part of a PSHE curriculum which promotes equality and understanding of diversity.

2. Raise the profile of pupil voice in the school as all individuals feel able to contribute.

3. Monitor the breadth and depth of children’s understanding of World Faiths and how this increases over time.

4. Ensure Vacancies are advertised to a diverse labour market.