



Pupil Equality Policy

Our Equality Policy should accord with The Equality Act June 2010.

All public bodies must:

- Help to stop people doing less well than other people because of their family background or where they were born.
- Treat people of different races, religions, disabilities, genders, ages, sexual orientations, trans identities equally and fairly.

Employers must:

- Ensure men and women get paid the same money for doing the same work.
- Use employment tribunals to put things right for a worker if they are treated unfairly.
- Provide specialist equipment for people with disabilities and make reasonable adjustments to the school environment.

Principles and Purpose

James Brindley School Equality Policy is for everyone in our school community including pupils, staff, support staff, parents and governors.

- We believe in 'all different, all equal' and welcome pupils, staff, parent/carers from all backgrounds.
- We respect each other's race and nationality, gender, disabilities, social background, age, sexual orientation, religious beliefs and transgender identity.
- We will help every member of the school community to achieve their potential.
- We recognise that all prejudice should be actively confronted.
- We must be aware of everybody's needs.

Our school mission statement ensures everyone in our school:

- Enjoys learning and makes outstanding progress.
- Has a strong sense of belonging both to our school and to the wider community.
- Is able to flourish in an educated and enlightened environment in order to achieve their full potential.

We recognise that barriers exist due to stereotyping conveyed consciously or unconsciously by general public perception. We also recognise that some barriers exist due to procedures or systems, which make access more difficult for some groups (e.g. those for whom English is another language, those unfamiliar with the education system). We know that pupils' special needs bring their own barriers to learning. We have systems in place that challenge these barriers to ensure they are overcome.

To ensure we are an inclusive school:

All our staff will:

- Create classrooms and communal spaces that are respectful environments.
- Use focus months, curriculum and assemblies to teach about difference.
- Use differentiation to help those less advantaged to fulfil their potential.
- Make reasonable adjustments for pupils needs.
- Eliminate discrimination, harassment and victimisation by implementing a rigorous anti-bullying campaign.
- Challenge and report all prejudice related incidents within the classroom and corridors using school procedures.

Our governors will:

- Monitor and evaluate the implementation of the policy.
- Ensure Equality and Diversity training is prioritised as part of staff CPD.

Our Principal will:

- Promote the ethos within each sector, led by their Head of Sector of 'all different, all equal' through assemblies, display, briefings and through all communications.
- Ensure the governors receive adequate information to monitor and evaluate our Equality policy.
- Ensure 'Equality and Diversity' training is prioritised as part of staff CPD.

Our senior leadership team will:

- Promote the aims and purpose of the Equality Policy across the school within the areas they line manage.
- Oversee achievement of key groups, ensuring relevant data are brought to the attention of all school staff.
- Ensure that appropriate training is part of the annual cycle and that sessions every year are focused on aspects of equal opportunities.
- Ensure that pupils from different diversities are proportionately represented in all aspects of school life.
- Promote and monitor equal opportunities across staff appointments to ensure equality of access.
- Be mindful of equal opportunities when considering progress of pupils.
- Undertake an annual review of equal opportunities linking to the school.

Our leadership team will:

- Promote the aims and purposes of the Equality Act across the sector within which they manage.
- Oversee the achievement of all monitored groups, ensuring relevant progress data and appropriate interventions and strategies are brought to the attention of all their sector staff.
- Ensure that pupils from different diversities are proportionately represented in all aspects of sector life.
- Be mindful of equal opportunities when considering attendance and progress of pupils.
- Celebrate diversity.

Our inclusion team will:

- Promote the achievement of all pupils on the special needs register.
- Provide support for all SEN pupils by ensuring that Personal Support Plans and Individual Education Plans (IEPs) are in place and adhered to.
- Review the use of school resources to ensure that the needs of all pupils are met.

Our heads of curriculum will:

- Ensure their curriculum contains positive diverse images, actively engaging their teams in diversity themed months.
- Promote action to ensure that groups which have done less well can be helped to achieve their full potential.
- Monitor progress of all groups and take action where necessary to ensure no group is disadvantaged.
- Recommend actions to the senior leadership team to promote achievement of any groups who are not close to or above school averages for their subject.

Our form tutors/key teachers will:

- Use tutor sessions to promote understanding of 'all different, all equal'.
- Ensure that any pupils who may have barriers to learning and integration are supported by their form group.
- Ensure that Personalised Pupil Support Plans are in place, review with pupil, parent/carers and appropriate support or intervention identified and actioned.

Our pupils will:

- Develop understanding and respect for different cultures, languages, beliefs, sexual orientations, transgender identities, genders, disabilities and people of different ages.
- Adhere to the school code of conduct and core values.
- Engage with an inclusive curriculum where all groups are represented.
- Be empowered to report prejudice related incidents

Our parents will:

L: Administration/School Policies/Current Policies/Pupil Equality Policy DECEMBER 2013 (Next review DECEMBER 2014)

- Support the aims and ethos of the school and the Equal Opportunities policy.
- Sign a home school contract committed to promoting equal opportunities.

Outside agencies and visitors to our school will:

- Support the aims and ethos of the school by their agreement to adhere to all school policies and procedures at the point of contract.
- This will be integral to our professional relationships with pupil's home school and any transition work.

Complaints Procedure

If at any time a pupil believes they have not been treated fairly they should inform their form tutor or key teacher in the first instance. If they still feel their grievance has not been addressed then they should inform their Head of Sector.

The Principal

All complaints will be taken seriously and the school will seek to resolve any grievances that it upholds. Pupils will not be penalised for making a complaint, even if the complaint is not upheld, unless the complaint is found to have been both untrue and maliciously intended.

Monitoring and Review

This policy will be monitored periodically and reviewed every year and updated in accordance with any changes in law.