



EQUALITY POLICY

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Reviewer:

L Swaine

Governor Link:

[Equal Opportunity Link](#)

EQUALITY POLICY

East Barnet School, Chestnut Grove, East Barnet, EN4 8PU

A. Statement of Principle

All members of the school community are equally valued and will be treated with respect.

Any discriminatory behaviour (verbal, physical or emotional), online or offline, including bullying on personal, socio-economic, physical, cultural or religious grounds, is not acceptable in this school.

All members of the school community should demonstrate respect for and appreciation of each other as individuals, irrespective of age, sex, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief or sexual orientation.

In all staff appointments and promotions, decisions will be made on merit and the best candidate will be appointed, based upon strict professional criteria as set out in the relevant job description and person specification for each post.

The school complies with the Public Sector Equality Duty (PSED) and has, in the exercise of its functions, due regard to the need to:

- a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Equality Act 2010;
- b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
- c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

B. Aims

1. To remove or minimise disadvantages linked to a protected characteristic or those characteristics listed above
2. To take steps to meet different needs to address longstanding low participation or disadvantages experienced by a particular group.
3. To encourage participation when it is disproportionately low among a particular group.

C. Requirements

1. Admissions

We follow the admission criteria detailed in the School Admissions Policy, set by the Governing Body and administered by the Local Authority. As a mixed comprehensive school, these criteria tolerate neither discrimination on grounds prohibited by current legislation (such as Equality Act 2010), nor ability.

2. Behaviour

- 2.1. Procedures for disciplining students and managing behaviour will be fair and equitable to students from all groups. All staff will operate consistent systems of rewards and sanctions.

- 2.2. The following types of behaviour are unacceptable:
- 2.2.1. Displaying racist symbols or insignias on badges, clothes, bags, books, etc. or in hairstyles;
 - 2.2.2. Using language which is contrary to the principles of this policy;
 - 2.2.3. Discrimination against any person within the school or outside the school whilst on school trips or journeys etc on any grounds which are contrary to the principles of this policy.
 - 2.2.4. All such incidents will be referred to the Senior Leadership Team, who will then record them and take appropriate action.
 - 2.2.5. Parents will be informed of the school's commitment to equal opportunities and notified of any incidents in which their child has acted contrary to this policy. This will be available on the East Barnet School.

3. The Curriculum

- 3.1. The curriculum of all subject areas must reflect the principles and spirit of this policy.
- 3.2. Schemes of work and lessons must be planned with sufficient differentiation to make the school curriculum accessible and relevant to all students within the appropriate year group, capability or class.
- 3.3. Whenever possible, staff should ensure that the resources used in all curriculum areas are multicultural and non-sexist, containing positive images of all groups. Variety should be evident in the morals, stories and information offered to children.
- 3.4. Staff must be constantly aware that their own expectations affect the achievement, behaviour and status of each student. It is important, therefore, for teachers to ensure that the full range of students within a class are allowed and encouraged to take a full part in lessons. For example, over a reasonable number of lessons the full range of students should be allowed and encouraged to answer questions or take part in demonstrations.
- 3.5. All students will be given the opportunity to take part in extra-curricular activities and events. Where the school deems it essential to a student's education, and appropriate to do so, it may subsidise or waive charges which would preclude a student from fully participating in curricular or extra-curricular activities, in line with the school's 'Charging and Remissions for School Activities' policy.
- 3.6. ***The school reserves the right to apply a non-participation sanction if it considers a student's behaviour represents too great a risk to the health and safety of others or undermines the school's ethos.***
- 3.7. Pastoral support will take account of religious and ethnic diversity and the experiences and needs of particular groups. Support will be given to all victims. The support of external agencies will be called upon where appropriate.
- 3.8. All students will be encouraged to consider the full range of curriculum opportunities at KS4, post-16 and career options.

4. Language

- 4.1. Whilst the core language of all teaching and administration within the school is UK English, where appropriate, the school will support the diverse linguistic needs of students.
- 4.2. The school views linguistic diversity positively and staff should be aware of the language and dialect spoken by students and their families.
- 4.3. Students and staff must feel that their language or dialect is valued. They should therefore be allowed to use their home language in school, but must never use it to exclude others.

5. Facilities & Resources

- 5.1. As far as is reasonably possible, the school will provide facilities and resources to enable all students to fully participate in all areas of school life.
- 5.2. As far as is reasonably possible, the school will provide facilities and resources to enable all parents and carers to fully support their child's participation in all areas of school life.

6. Related Policies and Schemes

- 6.1. Anti-bullying Policy
- 6.2. Behaviour Policy
- 6.3. Child Protection Policy
- 6.4. Disability Equality Scheme inc. Accessibility Plan
- 6.5. Recruitment Policy
- 6.6. Human Rights Act 1998

D. Actions

The school will undertake the following actions in order to fulfil the aims of the Equality Policy:

1. Equip students with an awareness of our increasingly diverse society and promote respect for all and appreciation of each other as individuals in every aspect of school life, both in and out of the classroom, in assemblies, form time, PSHEE and RE programmes so that they are empowered to report behaviour contrary to the principles of this policy.
2. Continue to offer a curriculum that aims to develop the knowledge, understanding and skills necessary to enable students to participate fully in Britain's multi-cultural society and to make their contribution as global citizens. This will be an integral part of the school's PSHEE and citizenship programmes.
3. Promote good relations and celebrate the rich cultural diversity within the school community through activities such as music events, themed weeks and multi-cultural productions.
4. Provide all students with an environment where they learn without experiencing any form of discrimination considered contrary to the principles of this policy.
5. Enable staff to work in an environment where they carry out their professional duties and responsibilities without experiencing any form of discrimination and encourage them to challenge behaviour considered contrary to the principles of this policy.
6. All members of staff treat all students with fairness and understanding of their ethnic, religious and cultural identity along with their individual skills and capabilities.
7. Regularly review communication with parents to ensure it is appropriate and accessible. Where necessary, EAL staff will arrange for the translation of letters.
8. Regularly review signage around the school to ensure the school premises are accessible and inviting to all members of *and visitors* to the school community.
9. Rehabilitation and support for victims and perpetrators.

Protected Characteristics

Protected Characteristics listed in the Equality Act 2010:

Age

The school is committed to ensuring that staff, students and visitors are not unfairly discriminated against on the basis of age, to valuing the age diversity amongst the workforce and to promoting age equality. We also recognise that our employment practices can particularly affect older workers, for example through the provision of flexible and part-time work opportunities and flexible retirement policies.

Disability

We respect the dignity and individual autonomy of disabled people and their right to full and effective participation and inclusion in society and see respect for difference and acceptance of persons with disabilities as part of the recognition of human diversity. We are committed to giving high priority to the recognition of disability equality; promoting disability equality principles and practices internally as well as to external partners and the local community; and recognising and valuing positively the disabled community.

Disability access remains a priority for the school and is taken into account in considering new buildings improvements and maintenance to existing buildings. A Disability Equality Scheme, including Accessibility Plan, is in place and is reviewed regularly.

Sex

We encourage the diversity of our staff, students and visitors and aim to create an environment free from sexism where male and female members of the school community can learn and live as equal; an environment of respect and dignity where we provide all staff and students with the opportunity to realise their full potential at work or study.

Marriage/Civil Partnership

Employees will not be discriminated against because of their marriage or civil partnership status.

Pregnancy/Maternity

There are well-established staff maternity, paternity and parental leave policies. Female students are protected from discrimination because of their pregnancy or maternity. It is unlawful for schools to discriminate against applicants and existing students in relation to admissions; the provision of education; access to any benefit, facility or service; and disciplinary proceedings. It is not direct discrimination against a male student to offer a female student special treatment in connection with her pregnancy or childbirth.

Race

We are committed to ensuring that staff, students and visitors to the school are treated fairly. We strive to provide an environment where everyone feels valued and welcomed irrespective of race. Under the Equality Act, race means a person's colour, and/or; nationality (including citizenship), and/or; ethnic or national origin and a racial group is composed of people who have or share a colour, nationality or ethnic or national origins. A person has the protected characteristic of race if they belong to a racial group, such as 'British people'. Racial groups can comprise two or more racial groups such as 'British Asians'.

Religion/Belief

East Barnet School welcomes staff, students and visitors who hold religious beliefs or none. We also maintain that no student or employee will be treated less favourably because of their religion and belief, or the lack of those. Religion has the meaning usually given to it but belief includes religious and philosophical beliefs, including lack of belief (e.g. atheism).

Sexual Orientation

We value all our staff and students equally, regardless of their perceived or identified sexual orientation. We aim to create an environment in which all staff and students, whatever their sexual orientation, feel equally welcome and valued, and in which discriminatory behaviour is not tolerated. Recruitment, promotion and retention of staff; admission, progression and attainment of students are based entirely on relevant criteria, which do not include sexual orientation.

Gender reassignment

We support existing and prospective transgender staff and students and have been developing practices to facilitate the individual in employment, study and whilst using our services and facilities. We know that an individual's transgender status is a personal, social, and sometimes medical, process by which a person's gender presentation (the way they appear to others) is changed. Anyone who proposes to, starts or has completed a process to change their gender (gender reassignment) is protected from discrimination under the Equality Act.

Equality Objectives (2018-22)

This document is a reflection of the work carried out by East Barnet School to demonstrate our commitment to equality and diversity in all areas of our activities. Our objectives have been developed in consultation with stakeholders; their impact will be monitored and reviewed regularly, enabling us to adjust our actions where necessary.

Objective	Protected Characteristic	Success measure	Action	Lead
Ensure all pupils are able to access the curriculum	All	Gap between Pupil Premium and non-Pupil Premium to continue to close.	Use current evidence-based research to determine strategies that work to narrow the attainment gap.	ASF
Celebrate the rich cultural diversity of our school community.	All	Assemblies represent diversity. Curriculum celebrates diversity. School productions represent diversity.	Recognise national and international celebration, e.g. International Women's Day, Black History Month, LGBTQ Month. Equality audit of SoW.	CD
Monitor for any signs of discrimination, and challenge this at every level of the school.	All	Initial increase in reporting followed by a reduction in the number of recorded discriminatory incidents.	Staff training on 'peer on peer' abuse. Engage with 'RESPECT'. Develop training on FGM, cyber bullying and extremism. Raise awareness with students in PSHE and assemblies.	DSL HOY
Ensure that the school environment is conducive for all members of our community to feel valued and inspired.	All	Improved staff and student attendance. Positive indicators in learning walks and in lesson observations.	Student wellbeing survey. Diversity displays. Assess the accessibility of the site.	HOY Premises

