

# Mill Dam School



# Equality Policy

Updated: January 2021

Review date: January 2022

This statement sets out our commitment to fair and equal treatment of all pupils, staff, visitors, prospective employees and any other members of our school community in relation to race, disability, sex, age, religion or belief, sexual orientation, pregnancy and maternity and gender reassignment, marriage or civil partnership. It also outlines the strategies and procedures in place to ensure that equality is effectively practiced in our school, and these 'Protected characteristics' are not the basis for any form of inequality or discrimination. Through this we will meet all our statutory duties under the public sector equality duty (known as the PSED or the equality duty) 2011:

1. Eliminate discrimination, harassment, victimisation and other conduct that is prohibited by the Equality Act 2010.
2. Advance equality of opportunity between people who share a protected characteristic and people who do not share it.
3. Foster good relations across all protected characteristics – between people who share a protected characteristic and people who do not share it.

Equality is not about treating everyone the same – it is about making changes so everyone has the same opportunities.

Diversity is about valuing all sorts of differences.

Mill Dam School is a fully inclusive environment committed to ensuring all members of our school are: Safe, Healthy, Enjoying and Achieving, Making a Positive Contribution to Society and acquiring cultural capital through involvement with our school and community.

At Mill Dam School everyone has a voice, which is valued, and opportunities are provided for all stakeholders to express their concerns and ideas including Academy standards committee, parent voice and student parliament.

## **Introduction**

Mill Dam School is fully committed to ensuring everyone is treated fairly and with respect and that all our children, staff and volunteers

are given every opportunity to achieve their full potential. Historically Mill Dam School has been predominately white British so it is important that our children are given opportunities to experience diversity and understand the values of equality.

All pupils will have equal access to a broad balanced curriculum with adjustments or personalization where needed to ensure that fair opportunities are given to all.

We believe that everyone has the right to work and learn in a safe and supportive environment.

We have developed a culture of inclusion and diversity in which people feel free to participate fully in school life.

The achievement of all pupils is monitored and we use this data to raise standards and ensure inclusive teaching (see also SEND policy and Pupil Premium planning).

We make reasonable adjustments to make sure that the school environment is as accessible as possible to everyone (see accessibility policy).

We believe that diversity is a strength which should be respected and celebrated by all those who learn, teach and visit here.

Through these steps we will meet our duty to:

Remove or minimise disadvantages

Take steps to meet different needs

Encourage participation when it is disproportionately low.

### **Explanations of organisation**

This statement refers throughout to the right of all individuals to be treated fairly and equally. This is relevant to all members of our school community including pupils, parents, staff, governors, visitors and prospective employees. It deals with generic issues relevant to all areas of equality. Many of the statutory duties outlined above actually overlap. Where there are specific issues or procedures within a statutory document these will be highlighted or referred to within the appendices.

This statement covers all aspects of school life, including all extended services activities, school visits, residential visits and any transportation. It covers the recruitment of prospective staff and governors. It covers access to all parts of school and the curriculum. It covers all parts of the school day including child care provision, teaching and lunchtime.

## **Definitions**

The definition of equality we understand is:

Equality is about making sure people are treated fairly and given fair chances. Equality is not about treating everyone in the same way, but it recognises that their needs are met in different ways.

So, what is diversity?

Diversity is about valuing individual difference. It is about recognising, valuing and managing differences to enable all to contribute and realise their full potential. Diversity challenges us to recognise and value all sorts of differences.

The definition of disability we understand is:

A physical or mental impairment which has a substantial and longterm adverse effect on a person's ability to carry out normal day-today activities

This would also include long term medical conditions or illness and mental health.

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People can also experience prejudice because of their religion or nationality.

## **Involvement of others.**

In order for this statement to be implemented effectively, a wide range of people need to be involved and aware of the objectives of the policy: Pupils, staff, parents, governors and service users.

## **Actions to promote equality at Mill Dam School**

Opportunities will be actively sought to promote positive images of all groups in society through the curriculum and to explore why some groups are treated differently and how we can respond to this – this will be done firmly but sensitively.

If a situation arises where any one person is potentially at risk of not being treated the same as others or not able to access the same opportunities to address this. (This includes physical access to buildings, visits and residential)

Any issues which need to be addressed or discussed will be done in an inclusive and non judgmental way, equipping our students to deal with diversity appropriately and prevent or reduce any future incidents.

Pupil tracking data will be used to monitor the progress of all children and any inequalities will be investigated and addressed through targeted intervention, so all children are able to achieve their potential.

All staff will be made aware of the correct procedures for identifying, recording and reporting any action they consider to be discriminatory – staff will always inform a member of the leadership team.

If, through an investigation, any members of staff were identified as acting in a discriminatory way, then appropriate action would be taken – including disciplinary action if necessary.

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All incidents of harassment or bullying will be thoroughly investigated, recorded and dealt with according to the behaviour policy – if there are any concerns regarding disability, racism or inequality these will be reported to the appropriate body within the MAT and DSL.

Parents of any pupils involved in any of the incidents outlined above – perpetrator or victim – will be informed and, if relevant, kept up to date about the subsequent investigations.

We will monitor any incidents of harassment and bullying of disabled persons and they will be encouraged to report and take action against offenders.

We will monitor and record any incidents of racial harassment or bullying because of race, religion or belief against any members of the school community and these will be reported to the ASC, MAT and DSL

Parental concerns relating to religion and culture will be considered carefully and with sensitivity – parental wishes for a pupil to be withdrawn from religious celebration will always be respected.

All permanent posts in school will be advertised and open to the widest pool of applicants – the best person for the post will be appointed according to the essential and desirable criteria agreed prior to the advert being placed. Recruitment will follow the processes outline by the MAT.

All staff will have access to continuous professional development and be supported to develop and achieve their full potential within their chosen career path.