

	POLICY TITLE:	Equality
Kingsmead Academy T/A Kingsmead School		
Committee/Person Responsible for Policy:	Deputy Headteacher : Well-Being & Diversity Well-Being & Diversity sub-committee	
Date Approved by Governing Body:	December 2019	
Date of Last Review:	Term 2 2019-20	
Next Review Due:	Term 2 2020-21	

Legal Duties

As a school we fully understand and positively recognise our duties under the Equality Act 2010. The general duties are to:

- eliminate unlawful discrimination, harassment and victimisation
- advance equality of opportunity
- foster good relations

We understand the principle of the Act and the work needed to ensure that those with protected characteristics are not discriminated against and are given equality of opportunity.

A protected characteristic under the Act covers the groups listed below:

- age (for adults)
- disability
- ethnicity
- gender
- gender reassignment
- maternity and pregnancy
- religion or belief,
- sexual orientation
- marriage and Civil Partnership (for employees)

In order to meet our general duties, listed above, the law requires us to carry out some specific duties to demonstrate how we meet the general duties. These are to:

- Publish equality information – to demonstrate compliance with the general duty across its functions (**We will not publish any information that can specifically identify any child**)
- Prepare and publish equality objectives

To do this we will collect data related to the protected characteristics above and analyse this data to determine our focus for our equality objectives. The data will be assessed across our core provisions as a school. This will include the following areas:

- Admissions
- Attendance
- Attainment
- Exclusions
- Prejudice related incidents

Our objectives will detail how we will promote equality in some or all of these areas. However, where we find evidence of significant inequalities for any particular group in other areas we may include objectives to address these.

We also welcome our duty under the Education and Inspections Act 2006 to promote community cohesion.

We recognise that these duties reflect international human rights standards as expressed in the UN Convention on the Rights of the Child, the UN Convention on the Rights of People with Disabilities, and the Human Rights Act 1998.

In fulfilling our legal obligations, we will:

- Recognise and respect diversity
- Foster positive attitudes and relationships, and a shared sense of belonging
- Observe good equalities practice, including staff recruitment, retention and development
- Aim to reduce and remove existing inequalities and barriers
- Consult and involve widely
- Strive to ensure that society will benefit

Our Ethos/Mission

Our vision is to provide the very best education possible offering a wide range of opportunities to ensure all students are well equipped to meet the challenges of education, work and life in our ever-changing world. We are an inclusive school with a fully comprehensive intake that strives to ensure our young people achieve at the very highest level.

Kingsmead's caring and supporting ethos means we are committed to working with parents, carers and both our local and global communities to ensure the success of our students.

Addressing Prejudice Related Incidents

This school is opposed to all forms of prejudice and we recognise that children and young people who experience any form of prejudice related discrimination may fare less well in the education system. We strive to ensure that both our students and staff have an awareness of the impact of prejudice in order to prevent any incidents. If incidents still occur, we address them immediately and report them to the Local Authority using their guidance material. The Local Authority may provide some support.

Responsibility

We believe that promoting equality is the whole school's responsibility:

School Community	Responsibility
Governing Body	Involving and engaging the whole school community in identifying and understanding equality barriers and in the setting of objectives to address these. Monitoring progress towards achieving equality objectives. Publishing data and publishing equality objectives.
Head teacher	As above including: Promoting key messages to staff, parents and students about equality and what is expected of them and can be expected from the school in carrying out its day to day duties. Ensure that the whole school community receives adequate training to meet the need of delivering equality, including student awareness. Ensure that all staff are aware of their responsibility to record and report prejudice related incidents.
Senior Leadership Team & Governors	To support the Head teacher as above Leading on actions to achieve our equality objectives. Ensuring fair treatment and access to services and opportunities. Ensuring that all staff are aware of their responsibility to record and report prejudice related incidents.
Teaching Staff	Helping in delivering the right outcomes for students Upholding the commitment made to students and parents/carers on how they can be expected to be treated. Designing and delivering an inclusive curriculum Ensuring that they are aware of their responsibility to record and report prejudice related incidents.
Support Staff	Supporting the school and the governing body in delivering a fair and equitable service to all stakeholders Upholding the commitment made by the head teacher on how students and parents/carers can be expected to be treated Supporting colleagues within the school community Ensuring that they are aware of their responsibility to record and report prejudice related incidents.
Parents & Carers	Taking an active part in identifying barriers for the school community and in informing the governing body of actions that can be taken to eradicate these Taking an active role in supporting and challenging the school to achieve the commitment given to the school community in tackling inequality and achieving equality of opportunity for all.
Students	Helping the school to achieve the commitment made to tackling inequality. Upholding the commitment made by the head teacher on how pupils and parents/carers, staff and the wider school community can be expected to be treated.
Local Community Members	Taking an active part in identifying barriers for the school community and in informing the governing body of actions that can be taken to eradicate these Taking an active role in supporting and challenging the school to achieve the commitment made to the school community in tackling inequality and achieving equality of opportunity for all.

We will ensure that the whole school community is aware of the Single Equality Policy and our published equality information and equality objectives by publishing them on the school website and in school newsletters

Our objectives for 2019-20 are:

- To ensure the implementation of the SEN Code of Practice and recommendations from the Children and Families Act to ensure equality of provision for all vulnerable groups
- To raise the level of progress and attainment for vulnerable groups to ensure the appropriate level is reached
- To improve the level of attendance of our vulnerable groups based on a comparison with the national average

Vulnerable Groups include students in the following categories

- SEN Status
- Free School Meal
- Looked after Children
- Service Children
- Pupil Premium
- EAL (English as an Additional Language)
- Ethnicity including Gypsy/Roma

Breaches

Breaches to this statement will be dealt with in the same ways that breaches of other school policies are dealt with, as determined by the head teacher and governing body.

Monitor and Review

Every year we will review and report on our progress towards meeting our equality objectives at the first WB&D Subcommittee of the academic year. At least every four years, we will review our objectives, taking into account any changes in our school profile and other evidence of need.