

Stoke Park
School and
Community
Technology
College



Equality Policy

Date of Last Review:	January 2017
Reviewed by:	Sue Jones – Head Teacher
Agreed by Governors:	at next Full Governors meeting
Signed by Governors:	
Shared with all Staff:	
Frequency of Review:	Annually
Date of next Review:	January 2018

EQUALITY POLICY

INTRODUCTION

We welcome our duties under the Equality Act 2010. The general duties are to:

- Eliminate discrimination,
- 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 employees not for service provision)
- Disability
- Ethnicity
- Gender
- Gender reassignment
- Maternity and pregnancy
- Religion and belief, and
- Sexual identity
- Marriage and Civil Partnership (for employees)

Stoke Park is fully committed to eliminating discrimination and actively promoting equality of opportunity through service delivery, policy development and employment practice.

We will

- Promote understanding and engagement between communities
- Encourage all children and families to feel part of the wider community
- Understand and respond to the needs and hopes of all our communities
- Tackle discrimination
- Increase life opportunities for all
- Ensure that learning, teaching and the curriculum explore and address issues of diversity

Currently the school serves a variety of community's e.g.

- An extended community (e.g. the adult education community college)
- Geographical communities (e.g. Walsgrave, Wyken, Hillfields, Stoke Aldermoor, Bell Green and Binley)
- The community of Britain
- The global community, (e.g. Uganda)
- Communities of interest (e.g. environmental groups, faith groups, ethnic or language groups)

- Communities of friends (e.g. local clergy, business partners, arts, sports, voluntary and support groups)

In fulfilling our legal obligations we will be guided by seven core statements:

Statement 1: All learners are of equal value.

Statement 2: We recognise, welcome and respect diversity.

Statement 3: We foster positive attitudes and relationships, and a shared sense of belonging.

Statement 4: We observe good equalities practice, including staff recruitment, retention and development.

Statement 5: We aim to reduce and remove existing inequalities and barriers.

Statement 6: We consult and involve widely.

Statement 7: We strive to ensure that society will benefit.

Our Vision and Aims Statement:

Our core vision is – “Stoke Park is a multi-cultural, value led school that has a strong sense of purpose in delivering an inclusive education for “our students”

Stoke Park School is committed to meeting the educational needs of our children and our wider community.

We will develop and deliver a quality service, which maximises human and financial resources and ensures equality of opportunity.

The school aims to provide equality and excellence for all in order to promote the highest possible standards. The core values on which the policy is based include: a cultural respect for others promoting equality by recognising and celebrating differences between people, a community where pupils are well prepared for life in a diverse society.

This will be achieved by:

- Working together in an open and honest way
- Building lasting relationships based on mutual trust and understanding
- Delivering “Entitlement and Achievement”
- Providing comprehensive education for life
- Planning, monitoring and evaluating all of our services effectively
- Developing staff to provide quality services
- Implementing our Equality Policy and taking positive action to ensure equality
- Meeting individual needs

- Adopting national education policies to meet the specific needs of our students and community
- Ensuring value for money is achieved

As a Trust School:

- We will work closely with the partners we have chosen to ensure the provision of enrichment activities within, and in addition to, the curriculum, to get the very best for our students
- We will involve Trust Board members in the school development and improvement planning process to ensure incorporation and full utilisation of their expertise.

Addressing Prejudice Related Incidents

Stoke Park 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 provide our students, service users and staff with 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 responsibility of everyone in the school community:

	Responsibility
<i>Governing Body</i>	Involving and engaging the whole community of Stoke Park School in identifying and understanding equality barriers and in the setting of objectives to address these. The Governing Body will also agree the Equality Statement and objectives.
<i>Head teacher</i>	As above including: Promoting key messages to staff, parents and students about equality and what is expected of them and can be expected from Stoke Park School in carrying out its day to day duties. Ensuring that the whole 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.
<i>Senior Leadership Team</i>	To support the Head as above. Ensure fair treatment and access to services and opportunities. Ensure that all staff are aware of their responsibility to record and report prejudice related incidents.

<i>Teaching Staff</i>	<p>Help in delivering the right outcomes for students.</p> <p>Uphold the commitment made to students and parents/carers on how they can be expected to be treated.</p> <p>Design and deliver an inclusive curriculum.</p> <p>Ensure that you are aware of your responsibility to record and report prejudice related incidents.</p>
<i>Non-Teaching Staff</i>	<p>Support the school and the governing body in delivering a fair and equitable service to all stakeholders</p> <p>Uphold the commitment made by the head teacher on how students and parents/carers can be expected to be treated.</p> <p>Support colleagues within the community.</p> <p>Ensure that you are aware of your responsibility to record and report prejudice related incidents.</p>
<i>Parents/Carers</i>	<p>Take an active part in identifying barriers for Stoke Park School's community and in informing the governing body of actions that can be taken to eradicate these.</p> <p>Take an active role in supporting and challenging Stoke Park School to achieve the commitment given to our community in tackling inequality and achieving equality of opportunity for all.</p>
<i>Pupils (where appropriate)</i>	<p>Support Stoke Park School to achieve the commitment made to tackling inequality. Uphold the commitment made by the head teacher on how children and parents/carers, staff and the wider school community can be expected to be treated.</p>
<i>Local Community Members</i>	<p>Take an active part in identifying barriers for Stoke Park School's community and in informing the governing body of actions that can be taken to eradicate these.</p> <p>Take an active role in supporting and challenging Stoke Park School to achieve the commitment made to the school community in tackling inequality and achieving equality of opportunity for all.</p>

We will ensure that the whole school community is aware of the Equality & Diversity Statement and our published equality information and objectives by publishing them on our website.

Breaches

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

Monitor and Review

Every year, we will review our objectives in the Equality policy linked to this policy in relation to any changes in our school profile.

Date to be reviewed: Annually

Appendix 1 Action Plan

Equality Focus	Actions	How will the impact of the action be monitored?	Who is Leading/Monitoring?	Milestones	Impact
Bullying	Anti-bullying – Tutorial, assembly and PSE(LiL) day inputs	Surveys/Student voice	CKi/GDu	30 th January	Students are aware of different forms of bullying and where to seek help.
Racial bullying	3 sessions in tutorial inputs Small group intervention re racial bullying	Surveys/Student voice	GDu/CKi	27 th January 10 th Feb	Students will understand the meaning of prejudice and bullying and understand how discrimination occurs and what we can do to prevent it. Students will know best how to respond if racism occurs.
LGBT	Tutorial, assembly and PSE(LiL) day inputs	Surveys/Student voice	CKi/GDu	1 st May	All students gain understanding in relation to how LGBT can be discriminated against. They will know to be respectful of different genders.
FGM	Tutorial session delivered by trained staff	Surveys/Student voice	CKi/GDu	3 rd April	Year 9-13 girls know how to report and where to get help when concerned about FGM.
Girls in Science	HoD of Science to run enrichment activity/visiting speaker	Surveys/Student voice	IJ/DY	Spring term 2	More students start thinking about taking Science at A level
Prevent	Inputs in Tutorial time plus hour long theatre production	Surveys/Student voice	CKi/GDu	22 nd May	All students are aware of how to identify signs of radicalisation, how to avoid it and what to do if they have any concerns surrounding it.
CSE	Internal speaker and small group activities	Surveys/Student voice	CKi/GDu	3 rd Feb	All students know how to keep themselves safe.

Equality objective: For students to understand the meaning of prejudice and bullying and understand how discrimination occurs and what we can do to prevent it.