

Bathwick St. Mary Church School

'Achieving excellence through the pursuit of good'



Equality Policy (Equality Information and Objectives)

Document Control			
Policy name:	Equality Policy		
Effective date:	January 2021	Next review date:	January 2025
Prepared by:	Headteacher and Staff		
Reviewed by:	Standards and Curriculum Committee	Date:	January 2021
Document version: (Key changes)	1.2: Minor editing changes (November 2019) 1.1: (December 2018) <ul style="list-style-type: none">• School name and logo change• Minor editing changes• Removal of 'difference', both in name and implied 1.0: Original Document (September 2017)		

Our School Policies should be understood as part of the overall strategy of the School, and put into practice within the context of our Vision, Mission and Christian Values (**Love, Joyfulness, Respect, Forgiveness, Perseverance, Fairness**) as a Church School, with a particular focus on the promotion of equality.

Rationale

As a Church School community we consider every person to be special and be made in the image of God. We are committed to preparing children for life in a diverse multi-ethnic society – including the learning of languages, the understanding of a variety of cultures and religions and building community cohesion both in our own community and further afield. To value diversity we have policies and procedures that take diverse needs and preferences into account and celebrate our differences and similarities.

Equality refers to the range of work aimed at ensuring the full and fair participation of marginalised or under-represented groups where these groups may be excluded as a result of discrimination and disadvantage or other barriers. This has particular reference to the 'Protected Characteristics' outlined in the Public Sector Equality Duty (PSED). Equality considerations need to be reflected in the design of policies and the delivery of services, including internal policies, and for these to be kept under review. We would also expect that anyone employed by the school or carrying out work with and on behalf of the school should share the same equality aims.

The Equality Act 2010 covers nine Protected Characteristics (age, disability, gender, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation and marriage and civil partnership with regard to eliminating discrimination.)

This policy is intended to 'add value' to everything we do in terms of: The people we employ; the people we serve / hope to serve; and the stakeholders and partners who assist us with employment and the delivery of services. It will be achieved through the Equality Objectives Plan which is reviewed annually.

Aims

- a) To eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act
- b) To advance equality of opportunity between people who share a protected characteristic and those who don't
Having due regard for advancing equality involves:
 - (i) Removing or minimising disadvantages suffered by people due to their protected characteristics
 - (ii) Taking steps to meet the needs of people from protected groups where these are different from the needs of other people
 - (iii) Encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low
- c) To foster good relations between people who share a protected characteristic and those who don't (Community Cohesion)
- d) To take account of disabled peoples' disabilities; to tackle prejudices and promote understanding between people from all groups (which may involve treating some people more favourably than others)
- e) To ensure a fair and equitable PROCESS (accommodate needs – direct or indirect), CHOICE (breaking glass ceilings – positive action not positive discrimination e.g. train a group to raise skills and allow them to 'compete' with others fairly) and OUTCOME (performance gaps) for all policies and practice

Guidelines

- a) Be aware of the implications of the Public Sector Equality Duty, keep up-to-date with equalities legislation and keep impact assessments at the heart of any change
- b) Integrate our Race, Gender and Disability action plans into a single Equality Objective Plan
- c) Ensure that we analyse the potential effect on equality when we start to develop or review a policy and continue throughout, informing policy design and final decision-making
- d) Publish sufficient information to demonstrate compliance with the PSED across our functions
- e) Publish an Equality Objective Plan annually
- f) Ensure that when procuring services from external sources, the sources are also aware of our Equality Objectives and follow the policies and practices to fulfil the Equalities Act. At the minimum, prohibit the contractor from unlawfully discriminating under the Equality Act and require them to take all reasonable steps to ensure that staff, suppliers and subcontractors meet their obligations under the Equality Act.
- g) For all staff to be aware of how to challenge inappropriate comments / behaviour using an empathetic approach, such as:
 - Understand (I understand you may be angry...)
 - However (if you continue to use such derogatory language...)
 - Therefore (the way forward...)
- h) Have effective monitoring and review processes, including: SDP questionnaires; Pupil interviews; specific consultations to the school community; external advice / evaluation