

EQUALITY AND EQUAL OPPORTUNITIES POLICY

Adopted by Governors: December 2023

POLICY INFORMATION

Date of last review:

Review period: Two years

Committee responsible: FRA

Date of next review:

INTRODUCTION

Dyson Perrins Church of England Academy encourages pupils to respect the fundamental British values of democracy, the rule of law, individual liberty and mutual respect and tolerance of those of different faiths and beliefs.

We ensure that partisan political views are not promoted in the teaching of any subject in the school and where political issues are brought to the attention of the pupils, reasonably practicable steps have been taken to offer pupils a balanced presentation of opposing views.

Equal Opportunities means giving everybody the opportunity to develop their full potential.

Why we have Equal Opportunities Policy

We wish to ensure that in our school there are no factors which place certain groups at a disadvantage. Our mission statement:

To deliver academic excellence every day.

To enable character development and personal growth.

To provide extra-ordinary experiences that create life-long memories.

To create a supportive and happy learning community with a sense of togetherness.

To work in effective partnerships to have a positive influence across our community

We recognise the following protected characteristics under the Equality Act 2010:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership

- Pregnancy and maternity
- Race
- Religion and belief
- Sex
- Sexual orientation

We will challenge discrimination against any protected characteristic, in whole or part. We have:

- Evidence on the relative performance of different groups of pupils
- Strategies to raise the attainment of all our pupil groups
- Policies for tackling stereotyping, ensure high expectations and promoting good relationships

How we will do it:

- Helping to create an ethos in which these issues can be discussed openly by the whole school community, and parents/carers
- Giving practical guidance on how to deal with racist, discriminatory and sexist behaviour
- Taking responsibility for ensuring that racist, discriminatory and sexist incidents are recorded and acted on
- Accessing training and development and advice on the use of performance data to raise the standards achieved by all pupils
- Monitoring the implementation of policies
- Examining trends and patterns
- Taking on board and disseminating good practice

All sections of the school concerned with the personal, social and academic development of our students will:

- Monitor achievement of our target groups
- Have a range of initiatives to improve provision and raise the attainment of all pupils
- Avoid impressions or “hunches.”
- Review curricular and pastoral strategies, ensuring they are sensitive to the groups in our student population and the community

We will counter harassment and stereotyping by:

- Helping to create an ethos in which these issues can be discussed openly by the whole school community, pupils and parents
- Implementing practical guidance on how to deal with racist/sexist/discriminatory behaviour
- Taking responsibility for ensuring that racist, discriminatory and sexist incidents are recorded and acted on

The Senior Leadership Team will make it clear that the underperformance of any group is unacceptable, and will seek to secure equality of opportunity. They will:

- Monitor pupils’ achievement and behaviour, including attendance and exclusion, by all groupings

- Use data to set targets for raising the attainment and for improving attendance and behaviour for underachieving groups
- Manage and deploy grant-aided support effectively
- Monitor initiatives such as the literature and numeracy strategy, to judge how well they are raising the achievement of all groups
- Keep curricular and pastoral strategies under review to ensure that they benefit all groupings in the student population
- Within the curriculum, give a clear priority to ensuring that pupils from all groupings make good progress and achieve high standards of literacy, numeracy, and information technology literacy

Equal Opportunities in Employment

The Governing Body of Dyson Perrins Church of England Academy is committed to a policy of equal opportunities in employment whereby individuals are selected, trained, promoted and treated on the basis of their relevant merits, skills and competency. All members of staff and job applicants will receive equal treatment regardless of:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion and belief
- Sex
- Sexual orientation

These are known as 'protected characteristics' as outlined in the Equality Act 2010 which defines direct discrimination as less favourable treatment because of a protected characteristic. The Act brought together and simplified nine separate pieces of discrimination legislation and created a more consistent and effective framework, while at the same time extending protection against discrimination.

Policy Statement

The equal opportunities in employment policy has been developed within the framework of existing legislation and applies to all those who are employed by the School.

The School is committed to valuing diversity and promoting equality for everyone. We recognise the varied contributions that a diverse workforce brings to an organisation and are committed to drawing on the different perspectives and experiences of individuals which will add value to the way the organisation operates.

The School aims to recruit, retain and develop employees based on merit, competence and potential. We are committed to promoting a positive work environment for our employees and ensuring employees are given every opportunity to fulfil their potential.

This policy applies to all members of the Governing Body, the Head Teacher, employees, agency workers, all job applicants and third parties providing services to the School. All will be expected to

act in accordance with the School's equal opportunities in employment policy and comply with the Equality Act.

The School will strive to ensure that the work environment is free from harassment and bullying and that everyone is treated with dignity and respect in ensuring equal opportunities in employment. In line with the Equality Act 2010, this policy includes the new provision relating to the single equality duty on public bodies and the extended scope for positive action within recruitment and selection and the School will undertake any necessary action to ensure compliance with the Equality Act 2010. The School will take account of advice published by the Department for Education which relates specifically to schools.

The success of this Equal Opportunities in Employment Policy requires the commitment and support of governors and staff alike. The Senior Leadership Team will ensure that Dyson Perrins Church of England Academy is committed to a policy of equality of opportunity in its employment, procedures and practices and all the services for which it is responsible, ensuring they are and remain non-discriminatory and are compliant with legislation. In particular, they will:

- Be responsible for achieving, promoting and providing equality of opportunity and will receive appropriate training including diversity, recruitment and selection and capability training
- Promote positive action to overcome the effects of past discrimination
- Seek to achieve greater diversity in employment recognising the Equality Act 2010 states that compliance with the duty may involve treating some people more favourably than others
- Will ensure that all existing and potential employees receive equal consideration and ensure that non-discriminatory treatment of all job applicants and employees is practised as well as equality of opportunity
- Make all employees in the School aware of the existence of the policy, its aims and objectives, and their rights and role in its implementation at all levels and locations within the School
- Deal fairly and appropriately with any discrimination issues raised
- Ensure that reasonable adjustments are made as appropriate

Employees also have a duty to:

- Comply with the Equal Opportunities in Employment Policy. A failure to do so will be treated as a disciplinary offence.
- Not discriminate against or harass anyone in the course of their employment
- Assist the School in meeting its commitment to provide equal opportunities for all
- Treat colleagues and members of the public with dignity and respect
- Have due regard to equal opportunities in the work they do and decisions they make
- Promote diversity in the workplace

The School has a comprehensive monitoring system to examine the implementation of the policy and to assess whether it is achieving its aims and objectives, and to plan future priorities and strategies. The School will monitor the composition of the existing workforce and of applicants for jobs and will consider and take any appropriate action to address any issues that may be identified as a result of the monitoring process.