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| Equality information and objectives statement |

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| **Approved by:** | Diane Wilson | **Date:** May 2023 |
| **Last reviewed on:** | May 2023 | |
| **Next review due by:** | May 2024 | |

**Purpose**

The Equality Act 2010 replaced all previous equality legislation such as the Race Relations Act, Disability Discrimination Act and Sex Discrimination Act. At Ashley High School, we wish to create and maintain a trusting, secure and happy environment where everyone can work as equals. All members of the school community have responsibilities to promote equality of opportunity, experience and treatment, and to challenge stereotypes. Our school community consists of a diverse range of people – employees, visitors, students and parents. We need to celebrate our differences, by understanding them and enjoying the diversity this brings.

**Objectives Statement**

We want to foster mutual tolerance and our aim is for everyone to feel welcome and valued

within the school community. We will do this by actively promoting equal opportunities and

not discriminating either directly or indirectly against anyone on the grounds of colour, race,

nationality, disability, beliefs, sexual orientation or gender identity.

The school will ensure that:

• All students have opportunities to achieve their potential.

• Expectations of all students are high.

• All students have access to and can make full use of, the school’s facilities and resources.

• It reflects the community it serves and responds to its needs.

• All students are prepared for life in a diverse and multi-ethnic society.

• All students understand the meaning of prejudice, how discrimination occurs and how

to take a stand against these.

• It has a positive ethos and environment.

• Racist, hate and discriminatory incidents are dealt with effectively.

• Inclusion issues are taken seriously and are considered in all aspects of school life.

Equal Opportunities

*All students and adults within the school have a right to be treated with respect. This includes a right:*

• To ensure that all learners have equal access to a rich, broad, balanced and relevant curriculum.

• To advance equality of opportunity by ensuring that teaching, learning and curriculum promote equality, celebrate diversity and promote community cohesion by fostering good relations.

• To eliminate any discrimination, harassment and victimisation.

* To ensure that no-one is unfairly or illegally disadvantaged as a consequence of their age, disability, gender, gender-identity, sexual orientation, colour, race, ethnic or national origin or religious beliefs.

• To ensure that those with management responsibility and individual members of staff apply this policy to all that they do.

• To ensure that learners and parents are fully involved in the provision made by the school and to increase transparency.

• To ensure that within the school budget, adequate funding is provided to underpin this

policy and that intervention, positive action and preventative action is funded where needed.

• To physical, emotional and verbal respect, free from violence, bullying and abusive language.

• To respect for grounds of colour, race, nationality, disability, beliefs, sexual orientation or gender identity.

• To freedom from sexual comments or harassment and inappropriate use of humour and derogatory language.

• To the safety of their property.

• To equal opportunities in relation to course access, recruitment, access to extracurricular activities and school visits.

• To ensure that we welcome different families, including those with same sex parents.

• To ensure that separated parents are treated equally.

• To ensure that the views of all stakeholders are gathered and evaluated, with areas

for development actioned.

Students and adults within school are encouraged to challenge any inappropriate behaviour

or comments. In the case of comments / incidents witnessed by others, silence and nonintervention will be viewed as agreement.

*With full regard to the Equality Act 2010 we will protect any student taking steps to reassign their sex, whether those steps are social (for example changing their name, the pronoun they prefer and the way they dress or look) or include medical intervention (for example accessing hormone therapy or having surgery).*

**Strategies**

• Monitoring, evaluation and review carried out by the Leadership Team will ensure that procedures and practices within the school reflect the objectives of this policy.

• Parents and governors will be involved and consulted about the provision being offered

by the school.

• Teachers will ensure that their planning, teaching and learning takes account of this policy and ensure that the Equality Duty underpins all their work.

• The diversity within our school and the wider community will be viewed positively by all and this diversity will be recognised as a positive, rich resource for teaching, learning and the curriculum.

• Training opportunities will be provided for staff, to raise awareness of their Equality Duty and provide them with the knowledge, skills and understanding they need to meet the requirements of this policy.

• Active contributions will be sought of parents and others to enrich teaching, learning and the curriculum.

• The positive achievements of all pupils will be celebrated and recognised.

**Support**

Support is available for students from any trusted adult in school. This is most likely to be the Form Tutor, Form TA, Emotional Support Assistant or subject teacher. Students may also wish to talk to any member of the school’s Safeguarding Team.

The curriculum at Ashley High School will incorporate multi-faith teaching and learning about other cultures. This universal approach may include visits to places of worship, sites of specific religious/cultural interest, and the use of speakers from different faiths and cultures. The SMSC programme is wide and varied and covers many topics such as bullying, understanding LGBTQ+ and mental health.

Ashley High School welcomes its duties under the Equality Act 2010 and the Disability

Discrimination Act 2005. We are committed to:

• Promoting equality of opportunity.

• Promoting good relations between members of different racial, cultural and religious groups and communities.

• Eliminating unlawful discrimination.

In order to achieve these criteria we are guided by the following principles:

• Every student should have the opportunities to achieve the highest possible standards and the best possible qualifications for the next stages of their life and education.

• Every student should be helped to develop a sense of personal and cultural identity that is confident and open to change, and that is receptive and respectful towards other identities.

• Every student should develop the knowledge, understanding and skills that they need in order to participate in Britain’s multi ethnic society, and in the wider context of an interdependent world.

• Every student should have the right to be healthy, stay safe, enjoy and achieve, make a positive contribution and achieve economic well-being. This is the right of every child.

**These principles apply to the full range of our policies and practices, including those which are**

**concerned with:**

• Students’ progress, attainment and assessment.

• Behaviour, discipline and exclusions.

• Students’ personal development and pastoral care.

• Admissions and attendance.

• The curriculum content.

• Staff recruitment and professional development.

• Partnership with parents and communities.

The school is opposed to all forms of prejudice including racism, sexism, homophobia, biphobia, transphobia and xenophobia. This includes prejudice which is directed towards religious groups and particular communities, for example, travellers, refugees and asylumseekers. The school hopes through education and knowledge to teach respect, tolerance and understanding towards different beliefs, cultures and lifestyles. Racist / sexist jokes and the use of derogatory language will be regarded as any other form of bullying and dealt with as such.

**Religious Observance**

We respect the religious beliefs and practices of all staff, students and their parents, and will

comply with all reasonable requests relating to religious observance and practice.

**Breaches of policy**

Breaches of policy will be dealt with in the same way that breaches of other school policies

are dealt with, as determined by the Principal and the governing body.

**Monitoring and Evaluation**

Lists of all students of ethnic minorities and Children in Care should be held centrally and

the following data should be collected and evaluated by both sex and ethnicity:

• Examination results.

• Attendance.

• Bullying incidents.

• Exclusions – both internal and external.

• Destinations at end of 11-16 education (as appropriate).

**Responsibilities**

The Governors’ responsibility is to ensure that the school complies with the legislation and

that this policy and its related procedures and strategies are implemented.

The Head is responsible for implementing the policy and for ensuring that all staff are aware of their responsibilities by presenting all staff with the updated policy. The Leadership Team are responsible for ensuring that appropriate training and support is given through the normal staff development programme and that this issue is highlighted in the school development plan. They are responsible for taking appropriate action in any case of unlawful discrimination. All staff are expected to deal with any bullying incidents that may occur; to know how to challenge bias and stereotyping, and to incorporate principles of equality and diversity into all aspects of their work. In the case of support staff the appropriate action will be to report to their Line Manager and to document the incident appropriately.

(This policy can be read in conjunction with the Behaviour for Learning and Anti-Bullying

Policies.)

**Our Equality Objectives 2022/23**

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| **Objective** | **Monitoring** | **Responsibility** | **Timescale** | **Success Criteria** |
| Improve the  attendance of  disadvantaged  students. | Attendance data  Attendance meetings  Records of work with Educational Welfare | Michael Jones | Ongoing – review each term | Attendance  targets are  achieved or improved |
| Reduce the  incidents of  homophobic  language. | Analysis of  Behaviour logs.  and Internal  Exclusions.  Student Voice. | LMT | Ongoing – review each term | By July 2023 a  decrease in the  number of  incidents from  the previous two  years |
| Strengthen the  connections  between strands of the personal  development  curriculum | Curriculum maps  Curriculm meetings | Nikki Lightfoot  Maxine Symes | By end of July 2023 | Reduce the  number of  incidents (linked  to characteristics of inequality) from the previous 2  years |