



Queen Elizabeth High School Policy

Equality

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Policy and Document Links:

Accessibility Plan
Admission Arrangements
Charging and Remissions Policy
Compliments and Complaints Policy
Conduct for Learning Policy
Curriculum Plan
Data Protection Policy
Equality Act 2010
Exclusion Policy
Health and Safety Policy
Safeguarding and Child Protection Policy
School Ethos Statement
School Premises Management Policy
SEND Policy
Staff Code of Conduct
Supporting Students with Medical Conditions Policy

Policy Type: Statutory

Publication: Website

Amendments: See Policy Amendment Record

(1) 01.09.17

Policy Objectives and Principles

The main objectives/principles currently linked to this policy are:

- To promote cultural understanding and awareness of different religious beliefs between different ethnic groups within our school community
- To monitor and promote the involvement of all groups of students in the extra-curricular life of the school, including leadership opportunities, especially students with special educational needs
- To close gaps in attainment and achievement between students and all groups of students; especially boys and girls, students eligible for free-school meals, students with special educational needs and disabilities, looked after children and students from different heritage groups
- To further improve accessibility across the school for students, staff and visitors with disabilities, including access to specialist teaching areas
- To endeavour to ensure that the staff body and representation of staff in leadership roles is reflective of the local community
- To reduce the incidence of the use of homophobic, sexist and racist language by students in the school

We have carefully considered and analysed the impact of this policy on equality and the possible implications for pupils with protected characteristics, as part of our commitment to meet the Public Sector Equality Duty (PSED) requirement to have due regard to the need to eliminate discrimination, advance equality of opportunity and foster good relations.

These objectives will be reviewed and amended according to need and context as arises.

The protected characteristics referred to and considered within this document as defined in the Equality Act 2010 are:

- Age
- Disability
- Gender Reassignment
- Marriage/Civil Partnership
- Pregnancy/Maternity
- Race
- Religion/Belief
- Gender
- Sexual Orientation

Additionally, the policy may refer to characteristics not protected but appropriate for the school context, for example socio-economic background or academic ability.

Equality Duty

This policy is intended for Students, Staff and Governors. It is expected that each faculty within the School will have its own Policy for Equal Opportunities or interpretation which will relate closely to the whole school policy whilst taking account of individualised circumstances.

All schools have a responsibility to promote good relationships and mutual respect. A school's ethos should counter stereotypes and prejudice, reduce the effects of discrimination and help its students to accept and understand social diversity. Equal Opportunities is about helping everyone to fulfil their

potential. It is a major strand of our core British values and as such will be rightly promoted at Queen Elizabeth High School.

Equal Opportunities: Staff Policy Statement

This school confirms its opposition to unfair discrimination in employment and commits itself to a comprehensive policy of equal opportunity. The aim of this policy is to ensure that the recruitment, selection, training and promotion of staff are based solely on the criteria of merit and ability and that no job applicant or employee will receive less favorable treatment on the grounds of gender, race, ethnic or national origin, marital status, domestic circumstances, age, sexuality, disability, trade union activity, political or religious beliefs.

The Equal Opportunities Policy should be monitored and reviewed regularly by staff and governors and an update should be presented by the person with special responsibility for the policy.

Staff training should include an equal opportunities perspective.

All members of staff should be encouraged to develop their activities within the school on an equal opportunities basis.

All staff should be required to view their subject from an equal opportunity perspective.

Promotion should be by open competition.

Where part time or supply staff are employed, care should be taken to avoid less favorable treatment when compared with full time staff.

Equal Opportunities: Staff and Student Policy Statement

All students should have access to the school curriculum and every effort should be made to meet Special Educational Needs. This section works in tandem with the School Accessibility Plan and Policy.

No one should be discriminated against on grounds of Gender, Ethnic Origin, Disability, Social Background or level of Academic Ability.

Care should be taken to avoid a situation where the most skilled specialist teachers always teach the most highly academic children and non-specialist or inexperienced teachers take less academic children.

Budget holders should aim to consider the needs of students of all abilities when purchasing books and other materials.

Teachers should monitor the relative performances of girls and boys and try to ensure that treatment in the classroom, provision of materials and examinations are all based on equality.

School discipline procedures should operate on an equal basis for boys and girls.

Option choices should avoid discrimination on the grounds of gender and whenever possible on the grounds of ability.

The destinations of students after they leave school should be monitored regularly and Equal Opportunity issues noted.

Boys and girls should be encouraged to contribute to the ethos and atmosphere of the school on an equal basis.

Student involvement in community projects should be encouraged on a basis of equality.

School assemblies should encourage equal opportunities by the way children are seated, choice of speakers and the subject matter.

All students should be listed alphabetically for administrative purposes.

Work Experience placements, Duke of Edinburgh Award Scheme projects and careers guidance should avoid gender bias.

Students should be encouraged to work productively in groups of mixed gender and ability as part of the school ethos where this is not restricting their academic progress.

There should be an opportunity for consultation, with an equal representation of boys and girls, to raise important issues with the staff.

Multi-cultural perspectives should be offered to enrich the education of all students and work against narrow-mindedness and prejudice.

Equal Opportunities: Governors' Policy Statement

Governors should seek training in Equal Opportunities and be encouraged to be involved with staff in their training.

They should be aware that it is unlawful to refuse admission to prospective students on the grounds of gender.

Governors should be acquainted with the way the curriculum is organised within the school and should check that boys and girls and any other characteristic as appropriate receive equal teaching opportunities in all subject areas.

Governors should ensure that standards of conduct, dress and appearance on the part of students, school rules and disciplinary methods, apply evenly to students of both sexes and any other characteristic as appropriate.

Governors should ensure that boys and girls and any other characteristic as appropriate benefit equally from school budget provisions.

Governors should ensure that their commitment to Equal Opportunities is clearly apparent and they should actively seek the support of Parents/Carers for the college's Equal Opportunity Policy.

When interviewing prospective members of staff, governors should be aware that questions about marriage plans or family intentions are irrelevant and potentially discriminatory.

Governors should be aware of their responsibility to act in cases of sexual harassment among students or staff.

Within the governing body, staff governors should understand that they cannot chair committee meetings or be elected to the chair of governors. While they are elected by staff and expected to

convey staff opinions to the governing body, they have the right to vote as they see fit and to be included on interview panels and committees.

This policy will be reviewed annually to take account of legal and/or other developments or sooner if it contravenes in any way legal compliance.

Policy Amendment Record

Number:	Date:	Amended by:	Details and Location:
1	01.09.17	M Farmer	Style change to incorporate change to school name. References to old name changed to reflect new name. Shelf ready from September 1 st 2017.