



St Olave's Grammar School

EQUALITY POLICY

This policy is motivated by our school ethos; which is underpinned with strong set of values based on trust, dignity and respect; and our commitment to inclusion, community cohesion and excellence and opportunity for all members of our school community, pupils, parents/carers, visitors, governors and staff. We recognise our responsibility to ensure positive attitudes to diversity and difference – not only so that every child is included and not disadvantaged, but also so that they learn from the earliest age to value diversity in others and grow up making a positive contribution to society. We understand the importance of providing a challenging and enjoyable programme of learning and development and we undertake to make reasonable adjustments to enable all to participate in our programme of learning, where all are valued and supported.

Aims and Objectives

St. Olave's Grammar School prides itself on being an inclusive institution and embraces equal opportunities for all. The aims of this policy are consistent with the Public Sector Equality Duty (PSED) and are to:

- Promote the concept of equality of opportunity throughout the school, both for staff and students;
- Develop an understanding of, and promotion of, human equality and equal opportunities;
- Foster good relations across all characteristics – between people who share a protected characteristic and people who do not share it;
- Eliminate discrimination and other conduct that is prohibited by the 2010 Equality Act;
- Enable students to take responsibility for their behaviour and relationship with others.

Responsibilities

The Governing Body has responsibility for the **Equality Policy**, for delegating responsibilities and tasks to the Headteacher and the staff, and for ensuring that the policy is known and understood by staff, students and parents/carers.

The Deputy Headteacher is responsible for ensuring equal opportunities in the curriculum.

All staff are responsible for following the policy and reporting incidents of unequal treatment to the Headteacher or other senior members of staff.

Protected Characteristics

The 2010 Equality Act covers the same group of characteristics that were protected by existing equality legislation:

- age
- disability
- gender reassignment
- race
- religion or belief
- sex
- sexual orientation
- marriage and civil partnership
- pregnancy and maternity

These are now called “**protected characteristics**”. The Act also protects people who may be discriminated against because they associate with another person who possesses a protected characteristic; e.g. an employer who discriminates against a parent who has a child who is disabled.

Appointments of staff

- Advertisements and job specifications will all carry a statement that the School is an Equal Opportunities employer, and welcomes applications for all posts from appropriately qualified persons regardless of gender, marital status, race, ethnic origin, colour, nationality, national origin, disability, sexual orientation, religion or age
- Candidates for vacant posts will be assessed against relevant criteria only (i.e. skills, qualifications, abilities, experience) in selecting for recruitment.
- People with disabilities will be offered facilities at interviews to enable them to demonstrate their suitability for employment.
- We have a Disability Confident Committed certificate.

Staff Development

- All employees have equal chances of training, career development and promotion.
- People being disabled while in employment will be given positive help to retain their jobs or to be considered for redeployment if that is necessary.
- All existing staff and governors will be given training on the **Equality Policy** and their responsibilities under it. Any changes to the **Equality Policy** will be communicated to all staff and “refresher” training will be arranged as necessary. All pupils will be given an overview of the **Equality Policy** and their responsibilities following its formal adoption.

Implementation

The School with the assistance of the staff will:

- Break down any barriers to equality of opportunity which may prevent staff members realising their full potential or accessing benefit
- Advertise vacancies and ensure job selection criteria are appropriate for the job
- Promptly and fully investigate all complaints of discrimination and harassment, taking appropriate action where necessary
- Ensure that all members of staff are fully informed on this Policy
- Continually monitor the composition of the School and the effects of its recruitment practices.
- Review existing procedures to ensure they are not discriminatory in their operation

Curriculum

The taught and additional curriculum will be designed and applied to ensure that all pupils experience an appropriate and, as far as possible, personalised curriculum. This will include access to support for pupils with an identified special need or disability. All extra-curricular activities and visits will be accessible to all pupils unless it would be deemed unsafe or inappropriate for the pupil. In cases such as this the school would discuss the specific situation with the pupil's parent/carer and carry out all reasonable actions/modifications to enable the pupil to participate in the activity. The school will ensure that the way in which challenging or controversial issues are taught does not subject individual pupils to discrimination.

Racist or homophobic bullying and sexual harassment

- All staff have a legal duty not to bully or otherwise harass other staff or pupils.
- Where staff come across incidents involving racist or homophobic bullying, or sexual harassment they must report these to the Headteacher or another senior member of staff.
- Any incidents of racist or homophobic bullying, or sexual harassment amongst pupils will be taken seriously, must be dealt with equally and firmly and must be reported to a senior member of staff.
- Harassment may take the form of unwanted conduct which is related to a relevant Protected Characteristic which is perceived as affecting an employee's dignity at work. It may also take the form of unwanted conduct towards someone based on their appearance or other personal characteristics which is perceived as affecting their dignity at work. It is not only unwanted physical contact, assault or propositions; it includes suggestive remarks or gestures, pin-ups, graffiti, offensive comments, jokes and banter. Harassment may include bullying, intimidatory behaviour, persistent teasing or constant unfounded criticism of the performance of work tasks, unfair allocation of work and responsibilities,

or exclusion from normal work place conversation. It may be directed towards one individual or a group. A single incident can amount to harassment if sufficiently grave.

Disability

The school will examine each disability case to determine the best adjustments that can be made to accommodate a disabled person's needs to ensure, as far as is reasonably possible, that a disabled person can benefit from the school's offering to the same extent that a person without disability can.

We will do this by:

- Treating all those within the school community (pupils, staff, governors, parents and the community) as individuals with their own particular abilities, beliefs, challenges, attitudes, background and experience;
- Challenging stereotypical views and learning to value each other's differences through the curriculum, in particular RSHE, Citizenship and RS;
- Creating and maintaining a school ethos which promotes equality, develops understanding and challenges myths, stereotypes, misconceptions and prejudices;
- Encouraging everyone in our school community to gain a positive self-image and high self esteem
- Having high expectations of everyone involved with the whole school community;
- Promoting mutual respect and valuing each other's similarities and differences and facing equality issues openly and honestly;
- Monitoring, evaluating and reviewing all the above to secure continuous improvement in all that we do.

Accessibility

Our curriculum and teaching is differentiated to ensure that all students, including those with SEND, can participate fully and achieve well. Examples include the provision of large-size print documents and colour overlay for visually-impaired students, and the provision of laptop computers for those who face challenges with handwriting.

Governors will ensure that all reasonable steps will be made to ensure that the school building and its grounds are fully accessible to staff, students and visitors with a disability. This will include workshops, changing facilities, classrooms, specialist facilities, toilet and dining facilities. All emergency exits and fire evacuation routes will be accessible. The school will take all reasonable steps to ensure that students and staff with short term mobility problems, e.g. a broken leg, are able to access all school facilities. Accessibility will be a priority when any new building or renovation is planned.

If you are disabled or become disabled, we encourage you to tell us about your condition so that we may support you as appropriate.

Other related policies:

Behaviour Policy, Anti-bullying Policy, Special Educational Needs & Disability Policy, Admissions Policy