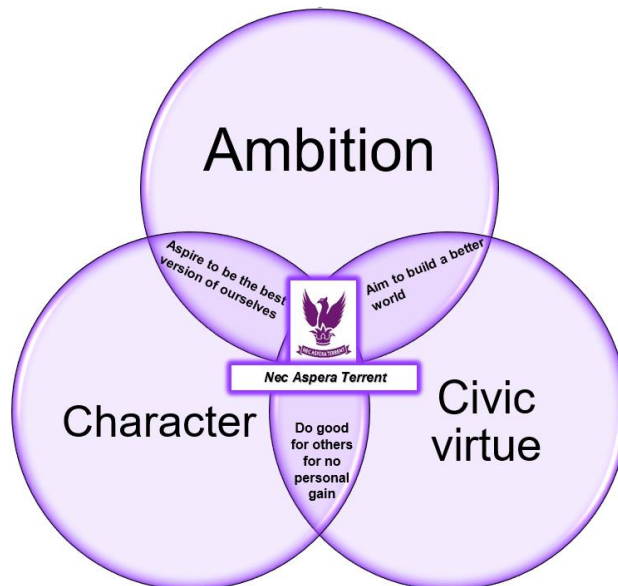




DRAYTON MANOR HIGH SCHOOL

EQUALITY POLICY



Reviewed by CSWP: 6 March 2024

Ratified Full Governing Body: 27 March 2025

Date of Next Review: March 2026

Visions and Values

Drayton Manor High School is committed to creating a nurturing educational environment which enables all students and staff to achieve their full potential in a supportive, disciplined and happy school. Drayton Manor High School recognises the value of our multi-cultural community, celebrates diversity and seeks to ensure that all students and staff respect others in the pursuit of excellence.

The school is opposed to any form of discrimination and welcomes its duties under the Equality Act 2010, including the public sector duty.

The school will use the principles set out in the Act to foster good relations, advance equality of opportunity and provide an inclusive environment for all, whilst eliminating discrimination. That applies to students, staff, Governors and parents and relates to all aspects of the school environment.

Legislation

The Equality Act 2010 applies to both students and staff and makes it unlawful to discriminate against anyone in connection with a protected characteristic.

A protected characteristic under the Act covers

- disability
- race
- sex
- gender reassignment
- maternity and pregnancy
- religion and belief
- sexual orientation
- age (for employees/workers)
- marriage and civil partnership (for employees/workers)

The School is opposed to any form of discrimination or harassment of others whilst in the course of their studies or employment with the school. The school takes a strict approach to any discrimination, which will be dealt with in accordance with the appropriate policy.

The school recognises that the Equality Act allows positive action to be taken in certain circumstances to alleviate disadvantage experienced by those with protected characteristics or to ensure their needs are met.

The School is committed to compliance with the public sector duty which requires public bodies to have due regard to the need to:

- Eliminate discrimination and other prohibited conduct
- Advance equality of opportunity between people who share protected characteristics and people who do not share it

- Foster good relations across all characteristics between people who share protected characteristics and people who do not.

When considering the need to advance equality of opportunity, due regard will be given to the need to:

- Remove or minimise disadvantage
- Take steps to meet different needs
- Encourage participation when it is disproportionately low

The School is committed to ensuring that decisions makers in the School are aware of their duty when making decisions or taking action, that equality implications are considered when policies are developed or reviewed, and that compliance with the duty forms an integral part of all aspects of the functions undertaken by the School,

Objectives

In addition to the broad objective to ensure that the School complies with the Public Sector Equality Duty, the School also has the following specific objectives

- 1) To ensure that parents for whom English is a second language are able to understand the information distributed to parents by the School and arrange support.
- 2) To encourage the importance of the 'super curriculum' by students with SEND and ensure all groups are represented.
- 3) To promote equality in relation to gender and the uptake of curriculum areas e.g. girls in STEM and boys in Art and any groups the school identifies through its termly monitoring.

Roles and Responsibilities

The content of this policy will be made available to all staff, Governors, students and parents on the School website.

The Headteacher will ensure the school ethos and culture promote equality and a respect for diversity, will communicate expected behaviours and act on any incidents that are inconsistent with the policy.

Staff will be expected to comply with and implement the policy, leading on respect and tolerance and support the monitoring of impact.

Students, parents and staff will be expected to comply with the policy and report any breaches.

The Governing Body will monitor and evaluate the impact of the policy and equality generally within the school environment, set an expectation of behaviours, consider the policy and the likely impact when making future plans and implement the policy.

Anti-discrimination Action

The School is committed to taking action to stop all types of discrimination. Students, parents and staff are encouraged to report any discrimination or discriminatory practices.

Any reports of discrimination will be investigated under the following policies, depending on the circumstances

Parents/students

- Anti-Bullying policy (for child-on-child discrimination) or
- Complaints against the school policy

Staff

- Grievance policy (where an individual is affected)
- Whistleblowing policy (where the affect is on the wider school community)

In the event that an individual does not wish to make a formal complaint, they are encouraged to report it so that the school can consider whether it is appropriate to investigate in any event.

If the school becomes aware of any discrimination, consideration will be given to taking appropriate action in accordance with the school's Behaviour Policy (for student discrimination) or the school's Disciplinary Policy (for staff related discrimination).

Monitoring and review

The School keeps a record of any prejudice-related incidents and, if requested, provides a report to the local authority about the number, type and seriousness of any such incidents and details of how they were addressed.

All school policies are assessed regarding equality and specifically the public sector duty at the time of review.

A wide range of information and data, for example, student diversity information, attainment information, the results of parent and student surveys and the nature of behavioural incidents are used to monitor equality related issues and support decision making to ensure discrimination is eliminated, quality of opportunity is advanced and good relations are fostered.

The school development plan includes consideration of equality related issues and the action being taken to address them.

Implementation of the policy will be monitored within the school's self-evaluation and other review processes.

Related Policies

The School will ensure that the ethos of this policy is applied across a range of Drayton Manor High School's policies and procedures including;

- Admissions Policy
- Behaviour Policy
- Anti-Bullying Policy
- Child Protection and Safeguarding Children Policy
- Curriculum Guidance Policy
- Health and Safety Policy
- Home School Agreement
- Inclusion Policy
- Procedure for Complaints Against the School Policy
- Provider Access Policy
- Relationship and Sex Education Policy
- Supporting Students with Medical Needs Policy
- Use of External Agencies and Speakers Policy

For Staff, the following will be applicable

- Grievance Procedure
- Disciplinary Policy
- Sickness Absence Management Policy
- Appraising Performance and Capability Policy

The School offers all staff access to an Employee Assistance Program which provides a confidential advice helpline.