

BISHOP'S HATFIELD GIRLS' SCHOOL

EQUALITY POLICY

Date of last review:	Summer Term 2016
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Date of next review:	Summer Term 2019
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School Based Policy

BISHOP'S HATFIELD GIRLS' SCHOOL EQUALITY POLICY

Status

This policy was formally adopted by the governing body of Bishop's Hatfield Girls' School after due consultation with the staff. It is the intention of the governing body that it should be reviewed every 3 years

It accords with national legislation and the Equality policies of the LA. It is a general statement of the commitment to Equal Opportunities. (for specific detail see also the Disability Equality Policy / Scheme, Racial Equality Policy, Pay Policy and Performance Appraisal Policy).

Aims

Bishop's Hatfield Girls' School recognises that direct and indirect discrimination might take place and therefore sees the need for a positive and effective equality policy where everyone is valued equally.

- We will promote the concept of equality of opportunity throughout the school, both for those adults within the community of the school and for all students.
- We seek to develop an understanding of, and promotion of, human equality and equal opportunities.
- We will promote good relations between members of different racial, cultural and religious groups, communities and those with different physical appearance, language, socio-economic backgrounds, gender or disability.
- We will enable students to take responsibility for their behaviour and relationships with others.

The Legal Background

The main statutory provisions covering discrimination are the following:

Equality Act 2010 – this replaces the following:

Equal Pay Act 1970

Sex Discrimination Act 1975 (amended 2003/2007) - in relation to Gender Equality

Race Relations Act 1976 (amended 2000)

Race Relations Act 1976 (General Statutory Duty: Code of Practice) Regulations 2002

The Employment Equality (Religion and Belief) Regulations 2006

The Employment Equality (Sexual Orientation) Regulations 2007

The Employment Equality (Age) Regulations 2006

Disability Discrimination Act 2005 (including reference to Special Educational Needs)

Also relevant are: Employment Rights Act 1996
Equal Pay (Amendment) Regulations 1983
Human Rights Act 1998
Employment Relations Act 1999
Part-time Workers (Prevention of Less Favourable Treatment) Regulations 2000

The Statutory Code of Practice on the Duty to Promote Race Equality

The School's values, aims and objectives all accord with the equal treatment of people promoted by these laws and regulations, and the rights enshrined in the Human Rights Act 1998.

Responsibilities

The governing body will monitor and review the working of the policy and procedures by allocation of duties to committees of the governing body.

The Headteacher has responsibility for the equality policy and for delegating responsibilities and tasks to other staff, and for ensuring that the policy is known and understood by staff, students and parents / carers.

The Headteacher must also present general reports, statistics and incident reports to the Governing Body and its committees as agreed.

The Deputy Headteacher responsible for the curriculum 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 appropriate senior member of staff (Deputy Headteacher responsible for Inclusion).

Employment of Staff

Appointments

- Advertisements and job specifications will all carry a statement that this School is an Equal Opportunities employer, and welcomes applications from all posts from appropriately qualified persons regardless of gender, race, religion, disability or age.
- Application forms for jobs will include a question about equal opportunities - or interview questions will do so, for example, how will the applicant contribute to the policy?
- People with disabilities will be offered facilities at interviews to enable them to demonstrate their suitability for employment.
- Candidates for vacant posts will be assessed against relevant criteria only, i.e. skills, qualifications and experience in selection for recruitment.
- The school will make and keep information about the sex, ethnic background or disability of candidates for appointments, and actual appointments, and inform the governing body's Personnel Committee on a termly basis, or whenever the governors request the figures.

Staff Development

- All employees have equal chances of training, career development and promotion.
- All recruits to the school will be offered induction training which will include a reference to the organisation's equality policy.
- Staff development opportunities will be monitored and figures presented to the governors annually, or more often if requested by the governing body. All staff, and in particular those concerned with selection and promotion, are given equality awareness training.
- People becoming disabled while in employment will be given positive help to retain their jobs or to be considered for redeployment if that is necessary.

Pupils

- Pupils have equal access to the National Curriculum programmes of study (unless disapplied) throughout each Key Stage, and non-compulsory courses, according to aptitude and ability.
- The school is committed to full educational inclusion (see SEN policy).
- The Deputy Headteacher will make and record figures on take-up of courses, which will be presented to the Headteacher annually, or more often if requested. The Headteacher will keep the governors informed.
- Annual analysis of attainment, behaviour and other student data will be undertaken by gender, ethnic background and ability.
- All subjects will have equality of opportunity at their core and make explicit references within schemes of work.
- School and faculty improvement plans will act to improve pupil learning according to this analysis.
- School rules and the Behaviour Code for pupils clearly and explicitly forbid the verbalisation or vocalisation of discrimination on the grounds of race, culture, religious, gender, sexuality and ability/disability.
- Positive attitudes and awareness development for equality of opportunity is specifically taught through the Life Skills programme.

Racist or Homophobic Bullying

- All staff have a legal duty not to bully or otherwise harass other adults in the school.
- Where staff come across incidents involving racist, sexist or homophobic

bullying they must report these to the appropriate senior member of staff.

- The Personnel Committee of the Governing Body monitors at least once per term any incidents and actions taken, of racist or homophobic bullying.
- All incidents of racist or homophobic bullying amongst pupils will be taken seriously, and must be dealt with appropriately and reported to the appropriate senior member of staff. These will be logged and reported to Governors upon request.
- This overall Equality Policy pays due attention to legislative guidelines outlined in the Hertfordshire LA document entitled School Equality Scheme (Spring 2012) and the Equalities update published by Herts for Learning (Spring 2015).

Administration

- Venues for meetings will take account of the needs of all participants.
- Venues for teaching and learning will take into account the particular needs of the learners and teachers/learning support assistants.

Documents

- Language used in documents will reflect and promote equal opportunities and font style and size will take account of the full range of readers.
- Access to documentation will include alternative formats such as tape, disk, large print and languages other than English, where translation is available, if spoken or read at home (as and when required).

Reports to the Police

Incidents that involve racist elements which need to be reported to the police will be done so via the school's Safer Neighborhood Team. This will be in accordance with the separate protocols for Racist Incidents outlined on the Racial Equality Policy.

Monitoring and Review

This policy will be reviewed every 3 years (or more often if necessary), and improved and developed as appropriate within the Governors' policy review schedule (see also Disability Equality Policy/Scheme, Racial Equality Policy, Pay Policy, Performance Appraisal Policy).

Gender / Sexual Orientation / Religion and Belief

- This overall Equality Policy pays due attention to legislative guidelines outlined in the Hertfordshire LA document entitled School Equality Scheme (Spring 2012) and the Equalities update published by Herts for Learning (Spring 2015).