

THE FLYING BULL ACADEMY

EQUALITY POLICY

INTRODUCTION

Our School Vision, Aims and Values states that, at The Flying Bull Academy, we aim 'to provide equal opportunities for all pupils'. The Flying Bull Academy is a fully inclusive school and is committed to respect the equal human rights of all our pupils and to educate them about equality. We will also respect the equal rights of our staff and all members of the school community.

At The Flying Bull Academy, we will continuously strive to ensure that everyone in our school is treated with respect and dignity. Each person in our school will be given fair and equal opportunities to develop their full potential with positive regard to gender, sexual orientation, ethnicity, marital status, cultural and religious background or disability including SEN.

LEGISLATION

The school will comply with the following equality legislation:

- Equality Act 2010
- Human Rights Act 1998

The following are protected characteristics according to the Equality Act 2010:

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

The Flying Bull Academy will promote equality and seek to eliminate discrimination through all our work, with specific reference within our Behaviour Policy, the PSHCE Curriculum and the Academy Assembly Programme.

Scope of the Policy

1. AIMS

To:

- Treat all those within the whole academy community (e.g. pupils, staff, governors, parents/carers and members of the wider community) as individuals with their own particular abilities, beliefs, challenges, attitudes, background and experiences.
- Create an academy ethos which promotes equality, develops understanding and challenges myths, stereotypes, misconceptions and prejudices.

- Promote mutual respect and valuing of each other's similarities and differences and facing equality issues openly.
- Identify, address and review any practices, procedures and customs which are discriminatory and replacing them with practices which are fair to all.
- Monitor, evaluate and review all of the above to secure continuous improvement in all that we do.

2. HOW WE WILL PROMOTE EQUALITY

2.1 Through the ethos of the academy

- This Equality Policy reflects the ethos of the academy and underpins all the academy's policies.
- Steps are taken to ensure that everyone associated with the academy is kept informed about and adheres to this Equality Policy. The policy will be part of the induction process when a new member of staff starts.
- The policy is regularly reviewed and its effectiveness evaluated.
- Regular training to all staff serves to explore how the Equality Act informs our practice.

2.2 Pupils achievements and progress

- Pupils' attainment and progress is monitored individually as well as by socio-economic background, ethnic group, by gender, EAL, SEND and other focus groups, in order to ensure appropriate resources and opportunities are given to all individuals.
- The academy values the achievements and progress of pupils from all groups.
- All pupils have equal access to the curriculum and extra-curricular activities, differentiated where appropriate.

2.3 Curriculum, teaching and learning (including language and cultural needs)

- The Flying Bull Academy promotes an inclusive curriculum which reflects the diverse nature of our society.
- Curriculum planning takes account of all the protected characteristics of the Equality Act 2010.
- The academy monitors and evaluates its effectiveness in providing an appropriate curriculum for all pupils.
- Assessment outcomes are used to identify the specific needs of pupils, inform planning and the allocation of resources.
- All of the learning opportunities take account of the needs of pupils from different groups and encourage positive attitudes to all.
- The academy takes active steps to ensure that resources in all areas of the curriculum are inclusive. It promotes a greater understanding of diversity and equality. There is acknowledgement of the importance of challenging stereotyping and discrimination in all areas of the curriculum.

2.4 Harassment

- There are clear guidelines and established procedures for dealing with incidents of harassment or discrimination which are understood by everyone in the academy community. These include the Anti-Bullying Policy and Complaints Policy.

2.5 Attendance

- The academy monitors pupil attendance by groups and uses the data to develop strategies to address poor attendance.
- Provision is made for pupils to take time off for religious observance.

2.6 Discrimination related comments made by parents/carers/staff/children

- The Flying Bull Academy will not tolerate any form of discrimination by any member of the academy community or visitors to the academy, on the grounds of the characteristics of the Equality Act 2010: age; disability; gender identity; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex; sexual orientation.
- In the event of a comment being made by a parent/carer, staff member, visitor or child, the witness should report the incident to the Head teacher, who will investigate and take up the matter with the person/s concerned.

3. ROLES AND RESPONSIBILITIES

The Equality Policy outlines the roles and responsibilities of everyone involved and connected with the academy, so that each individual knows what is expected of them. Promoting equality and raising the achievement of all pupils is the responsibility of the whole academy staff.

3.1 Governors

- The Local Governing Body of the academy has agreed this policy and will receive reports on incidents related to equality from the Headteacher on a termly basis in the Headteacher's Report.
- The governors at The Flying Bull Academy are responsible for approving the policy and making sure the academy complies with the relevant equality legislation (see above).

3.2 Headteacher

- The Headteacher is responsible overall for dealing with discrimination related incidents and in his absence the deputy headteacher will take on this responsibility.
- The Headteacher is responsible for ensuring that any visitors and contractors know, follow and abide by our Equality Policy.

The Headteacher is also responsible for:

- Making sure all staff know their responsibilities and receive training and support in carrying these responsibilities out;
- Taking appropriate action in cases of harassment and discrimination, including incidents related to age; disability; gender identity; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex; sexual orientation.

3.3 Staff

All staff are responsible for:

- Dealing with any discrimination of the protected groups as listed in the Equality Act 2010;
- Being able to recognise and tackle bias and stereotyping;
- Taking up training and learning opportunities.

- Reporting and logging any incidents of discrimination or harassment to the Headteacher.

4. COMPLAINTS PROCEDURE

If anyone in the academy feels that this policy is not being followed then they should raise the matter with the Head teacher who will facilitate the appropriate action (See the academy's Complaints' Policy).

5. MONITORING THE EQUALITY POLICY

- The academy will regularly monitor the impact of this policy. To monitor our pupils' attainment, we will collect information about pupils' performance and progress, by focus groups, analyse it and use it to examine trends. To help interpret this information we will monitor other areas that could have an adverse impact on pupil's attainment such as:
 - exclusion
 - harassment and bullying
 - curriculum, teaching and learning (including language and cultural needs)
 - sanctions and rewards
 - parent / carer involvement
- Monitoring information will help us to:
 - identify any differences between pupils from different groups
 - decide what further action will be necessary to meet particular needs and to improve the performance of individual pupils from different groups
 - take action to make improvements

Policy reviewed: January 2020

Next review: January 2022