

# WOODHOUSE ACADEMY

## EQUALITY POLICY

(taken from The Key)

REVIEWED: Autumn 2018  
REVIEW DATE: Autumn 2020

### Overview

This policy reflects the Single Equality Act 2010 which harmonises and replaces previous legislation including the Race Relations Act 1976, Disability Discrimination Act 1995, Gender Recognition Act 2004 and Sex Discrimination Act 1975. This policy therefore supersedes all previous school policies on Disability, Ethnicity (ie Race) and Gender.

The Single Equality Act combines the existing three duties into one new Equality Duty that covers all seven of the equality strands: age, disability, gender, gender identity, race, religion or belief and sexual orientation. In this school we will ensure that at every level, in all our work and throughout all aspects of the school community and its life, everyone will be treated equally. This Single Equality Policy summarises the school's approach in ensuring equality for all.

### Woodhouse Academy is committed to:

- Being proactive in promoting good relationships and equality of opportunity across all aspects of school life and the wider community;
- Encouraging, supporting and enabling all students and staff to reach their potential and make a positive contribution;
- Working in partnership with families, the local authority (LA) and the wider community to establish promote and disseminate inclusive practice and tackle discrimination ensuring that our Equality and Diversity policy is followed.

### We aim to:

- Provide a secure environment in which all our students can flourish and achieve all five outcomes of 'Every Child Matters' (be healthy, stay safe, enjoy and achieve, make a positive contribution, and enjoy economic well-being);
- Provide a learning environment where all individuals see themselves reflected and feel a sense of belonging;
- Prepare students for life in a diverse society in which children are able to see their place in the local, regional, national and international community.
- Include and value the contribution of all families to our understanding of equality and diversity;
- Provide positive non-stereotyping information about different groups of people regardless of gender, ethnicity, disability, sexual orientation, religion and age;
- Plan systematically to improve our understanding and promotion of diversity; actively challenge discrimination and disadvantage;
- Make inclusion a thread which runs through all our activities.

### To achieve these aims we will:

- Involve stakeholders in the development, review, evaluation, and impact assessment of relevant improvement plans, policies and procedures;
- Publish and share our policies and impact assessments with the whole community;

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- Collect and analyse data to ensure all groups are progressing well and no group is subject to disadvantage;
- Use all available information to set suitable learning challenges for all, respond to students' diverse needs and overcome any potential barriers to learning.;
- Ensure that the wider school curriculum makes explicit and implicit provision to promote and celebrate diversity;
- Have high expectations of behaviour which demonstrates respect to others;
- Log and monitor all bullying and racist incidents.

### Responsibilities

#### The Governing Body

It is the Governing Body's responsibility to:

- Ensure that the Academy complies with equality legislation;
- Meet requirements to publish equality schemes;
- Ensure that the Academy's policy and its procedures and strategies are carried out and monitors with appropriate impact assessments informing future plans;
- Scrutinise the recording and reporting procedures at least annually;
- Follow the LA's admissions policy, which is fair and equitable in its treatment of all groups;
- Monitor attendance and take appropriate action where necessary;
- Have equal opportunities in staff recruitment and professional development and membership of the Governing Body;
- Provide information in appropriate, accessible formats;
- Be involved in dealing with serious breaches of the policy;
- Be pro-active in recruiting high-quality applicants from under-represented groups.

#### The Principal

It is the Principal's responsibility to:

- Implement the policy and its strategies and procedures;
- Ensure that all staff receive appropriate and relevant continuous professional development;
- Actively challenge and take appropriate action in any cases of discriminatory practice;
- Deal with any reported incidents of harassment or bullying in line with LA guidance;
- Ensure that all visitors and contractors are aware of, and comply with, the school's equality and diversity policy;
- Produce a report on progress for governors annually.

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### All Staff

#### It is the responsibility of all staff to:

- Be vigilant in all areas of the Academy for any type of harassment and bullying;
- Deal effectively with all incidents from overt name-calling to the more subtle forms of victimisation caused by perceived differences;
- Identify and challenge bias and stereotyping within the curriculum and in the school's culture;
- Promote equality and good relations and not discriminate on grounds of race, gender, religion, age and sexual orientation;
- Promote an inclusive curriculum and whole school ethos which reflects our diverse society;
- Keep up to date with equality legislation, development and issues by attending relevant training and accessing information from appropriate sources.

#### This policy should be read in conjunction with the following school policies:

- Child Protection Policy
- Accessibility Plan
- Behaviour & Rewards Policy
- Sex & Relationships Education Policy
- Special Educational Needs Policy
- Accessibility
- Medical conditions
- Anti-bullying