



# Single Equalities Policy

Date	Review Date	Responsible Person	Responsible Body
Sept 20	Sept 23	Headteacher	Good Shepherd Trust

The Trust and LGC (We) understand that the Equality Act 2010 combines and builds upon the existing legislation covering discrimination and promotion of equality of opportunity.

We recognise that this Act brings together into one Act those areas now known as ‘protected characteristics’ that qualify for protection from discrimination such as age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

We believe that everyone has the right to be treated with dignity and respect. We are opposed to any direct or indirect discrimination against individuals or groups whatever their age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation.

We all have a responsibility to ensure equality permeates in to all aspects of school life and that everyone is treated equally irrespective of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation. We want everyone connected with this school to feel safe, secure, valued and of equal worth.

We have high expectations of all pupils and we aim to provide them with every opportunity to succeed by providing the highest standards of teaching and learning.

We are opposed to any member of the school personnel or others connected with the school being victimized, harassed or bullied by another based on assumptions about their status in the afore mentioned categories or on any other grounds. Also, we will not discriminate against anyone because of their political affiliation.

In order to achieve the aims of this policy we will take measures of positive action to encourage or facilitate the employment or training of minority or disadvantaged groups as we recognise that the avoidance of discrimination is not sufficient in ensuring that equality exists in this school.

We support Article 12 of the United Nations Convention on the Rights of the Child that children should be encouraged to form and to express their views.

We as a school community have a commitment to promote equality. Therefore, an equality impact assessment has been undertaken and we believe this policy is in line with the Equality Act 2010.

### Aims

- put into practice the Equality Act 2010 that combines and builds upon the existing legislation covering discrimination and promotion of equality of opportunity
- treat everyone equally irrespective of their gender, ethnicity, disability, religion or belief, sexual orientation, age or any other protected characteristic



## Responsibility for the Policy and Procedure

### Role of the LGC

The LGC has:

- delegated powers and responsibilities to the Headteacher to ensure that this policy is embedded into the culture of the school
- delegated powers and responsibilities to the Headteacher to ensure all school personnel and stakeholders are aware of and comply with this policy
- responsibility for ensuring that the school complies with all equalities legislation
- training for governors in order to ensure that all governors are aware of their legal responsibilities under equality legislation
- responsibility for ensuring this policy and all policies are maintained and updated regularly
- responsibility for ensuring all policies are made available to parents/carers
- responsibility for the effective implementation, monitoring and evaluation of this policy

### Role of the Headteacher and Senior Leaders

- ensure that this policy is embedded into the culture of the school
- ensure all school personnel, pupils and parents/carers are aware of and comply with this policy
- provide leadership and vision in respect of equality inclusion and community cohesion
- recording and dealing with incidents of racism, bullying and other inappropriate behaviour
- seek advice from appropriate agencies in order to ensure that this policy is kept up to date
- ensure equal opportunities is covered in the School Improvement Plan, in all subject policies and curriculum plans
- regularly report to the LGC on the standards achieved by different groups within the school
- recording, reporting and addressing all racial incidents
- provide guidance, support and training to all staff
- monitor the effectiveness of this policy
- annually report to the LGC on the success and development of this policy

### Role of School Personnel

- act as positive role models in order to promote equality throughout the school community
- abide by and adhere to this policy
- implement the school's equalities policy and schemes
- report and deal with all incidents of discrimination and unequal treatment to the senior leaders
- maintain an overall school ethos of respect and tolerance for one another
- promote equality, inclusion and good community relations
- challenge inappropriate language behaviour



- tackle bias and stereotyping
- insist on good pupil conduct
- be alert to signs of racial harassment and bullying
- have high expectations of all pupils
- carefully monitor all groups of pupils to ensure that they make progress and achieve their targets
- provide a stimulating, relevant and exciting curriculum that will motivate and enthuse all students
- use a variety of teaching methods to ensure effective learning takes place for all pupils
- promote equality through curriculum planning
- ensure planning is differentiated in order to provide full access for all pupils
- create a positive classroom ethos and is welcoming to both sexes
- ensure pupils feel valued and have individual targets
- be open to the views of pupil
- attend appropriate training sessions
- report any concerns they have on any aspect of the school community

#### Role of Pupils

- taught to recognise that they have a role and responsibility to promote equality, inclusion and good community relations
- challenge inappropriate language or behaviour
- tackle bias and stereotyping
- work to promote anti-bullying strategies
- respond appropriately to incidents of discrimination and harassment and understand the action needed to report these

#### Recruitment Process

We are an Equal Opportunities employer and we adhere to the principles of equal opportunity in all aspects of the recruitment process.

We welcome applications for vacant posts from appropriately qualified persons regardless of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

#### Complaints

The complaints procedures will be used to deal with any discriminatory complaint from any member of the school personnel.

Any case of harassment will be dealt with by the school's disciplinary procedure.

#### Raising Awareness of this Policy

- the GVO

#### Training

We ensure all school personnel have equal chances of training, career development and promotion.

Periodic training will be organised for all school personnel so that they are kept up to date with new information and guidelines

### Equality Impact Assessment

Under the Equality Act 2010 we have a duty not to discriminate against people on the basis of their age, disability, gender, gender identity, pregnancy or maternity, race, religion or belief and sexual orientation.

This policy has been equality impact assessed and we believe that it is in line with the Equality Act 2010 as it is fair, it does not prioritise or disadvantage any pupil and it helps to promote equality at this school.

### Monitoring the Effectiveness of the Policy

Annually or when the need arises, the effectiveness of this policy will be reviewed by the Headteacher and the LGC and any recommendations for improvement made to the LGC.

<b>Headteacher:</b>		<b>Date:</b>	Sept 2020
<b>Chair of LGC:</b>		<b>Date:</b>	Sept 2023