



POLICY TITLE: **EQUALITY POLICY (Including LGTB+ Policy)**

STATUS: Statutory

REVIEWED BY: Local Governing Body (PMA)/Principal

DATE OF APPROVAL: July 2017

FREQUENCY OF REVIEW: Four years

DATE OF REVIEW: July 2021

AUTHOR: Principal

Rationale and Aims

Etonbury Academy is dedicated to ensuring that all members of the school community and the wider community are treated equally, fairly, and with respect by the school and by each other. This applies to the school as a place of education, a business, and an employer. Prejudice, discrimination, and victimisation are not tolerated, and we work hard to instil in our pupils a strong understanding of right and wrong, including the importance of inclusion, acceptance, and compassion towards others. The school's main priority is to provide the best education and care that we can, and establish a cooperative working relationship between home and school, so as to aid the development, progress, and needs of all the children in our care.

This policy sets out how the school will satisfy its duties under the Equality Act to eliminate all discrimination, harassment, victimisation and any other behaviour prohibited by the Equality Act 2010, to foster good relations between persons with and without protected characteristics and promote equality of opportunity regardless of whether a person has a protected characteristic (such as race, gender, transgender, disability, age, pregnancy and maternity, religion or belief and sexual orientation). The school aims to comply with this duty, in both the delivery of its services and the employment of its staff. It is created by Etonbury Academy governing body with the help of the Vice Principal with responsibility for equality and the named person overseeing LGTB+ in line with the Equality Act 2010 and is the foundation of all the school's other policies – particularly the **special educational needs policy**, **admissions policy** and the **behaviour policy** (which incorporates anti-bullying). These policies can be found on the Etonbury Academy website (<https://www.etonbury.org.uk/about-etonbury/policies.php>)

Through the creation of this equalities plan, we have been able to develop a better understanding of what the challenges to equality are within the school and how we can best deal with these. This document will be reviewed every 4 years, or any time there is an update or change to equality legislation, to ensure that it is being effectively implemented and remains focused and up to date on issues surrounding equality both within the school and nationally.

Roles and responsibilities

Creating a school environment that promotes equality and denounces discrimination is a whole-school responsibility and requires all members of the school community to be actively involved in breaking down barriers to learning and barriers to social and emotional development that prejudice can create.

Individuals in the school are expected to take responsibility for supporting and promoting equality in school above and beyond the responsibilities listed below. The named person overseeing LGTB+ has the day-to-day responsibility for coordinating the implementation of this scheme.

The governing body

The governing body will:

- approve this document with the help of the Vice Principal and ensure that it is adopted correctly throughout the school
- ensure the school complies with all equality legislation and the school's equality objectives
- monitor and evaluate the effectiveness of the equalities policy annually and make any amendments to improve on the plan when and where necessary
- nominate a named governor to oversee the implementation of the equalities plan, monitor equality outcomes, and regularly report back to the rest of the governing body

- ensure that parents are informed of any incident related to this scheme which could directly affect their child
- report to parents, carers, and the wider community on the progress of the school's equality policy through the school prospectus, the school website, and the school's annual report.

The Principal, Vice Principal and senior leadership team

The Principal, with the support of the rest of the senior leadership team, will:

- promote the equality policy both within the school and externally to the rest of the community
- ensure that all staff are aware of their role and responsibilities regarding the promotion and delivery of equality in school
- report back to the governing body on how the plan is working and any amendments that they feel should be made, as well as feedback from staff, pupils and parents
- challenge inappropriate language and behaviour
- tackle bias and stereotyping
- take appropriate action where discrimination or victimisation occurs.

Staff

School staff will:

- ensure that they are up to date and aware of the contents of this policy and the school's policy towards all types of discrimination
- challenge inappropriate language and behaviour
- tackle bias and stereotyping
- work to promote anti-bullying strategies as outlined in the school's **behaviour policy**
- show a commitment to undertake development and training within this area
- engage with the school in eliminating any discrimination and act as a good example to pupils
- promote a positive working environment
- report back to their managers immediately on any incidents relating to discrimination or victimisation, either by staff, pupils, or any other member of the school community, so that these incidents can be reviewed and action taken where necessary.

Students

Students at the school will:

- engage with the school in eliminating any discrimination
- promote a positive work environment and a positive attitude towards equality when both in school and off the school site
- report to school staff any incidents of inappropriate language or behaviour, discrimination or victimisation that they know to have occurred
- work to promote the anti-bullying strategies outlined in the school's **behaviour policy**
- set a good example regarding behaviour and social awareness to younger pupils and their peers.

Parents, carers, and visitors

Parents, carers, and visitors to the school are expected to:

- familiarise themselves with the school's equality policy and support the scheme by promoting a positive attitude towards equality at home

- attend any relevant meetings/awareness-raising sessions that they are invited to relating to the school's equality plan
- work with the school to resolve any incident relating to discrimination or victimisation that their child is involved in
- respect and follow our equality policy when visiting the school.

Key groups at risk

Whilst the school recognises that any person or group of people can become victim to discrimination, victimisation or unfair treatment, people may be more at risk of becoming victims of inequality due to:

- **Race:** Education of students and staff, training of staff, recording on SIMs for any racist incidents.
- **Gender and Transgender:** Unisex toilets, at least one unlabelled toilet, uniform choices (including uniform not defined by gender).
- **Disability:** Access to buildings.
- **Age:** Not being discriminatory with employment, access to all areas.
- **Pregnancy and Maternity:** Support
- **Religion or Belief:** Education of all religions in RE/RS, celebration of many cultural festivals, assemblies led by many religious leaders.
- **Sexual Orientation:** Education of students (PSHCE) and staff, training of staff, recording on SIMs for any homophobic bullying. **(LGTB+ Policy can be found in Appendix 1)**

You can find all the information about our school's SEN provision including our provision for inclusion in the school's **SEN policy**, **SEN Information Report** and the school's **accessibility plan**.

Promoting equality and social awareness in school and within the local community

Community cohesion

The school expects all its students and staff to act respectfully towards members of the wider community that the school is part of.

Inclusion

Promoting and practising inclusion in school lessons, around the school site, during all school activities and into the wider community is a key part of developing a positive attitude towards equality and people from different backgrounds. You can find more information regarding our provision for and policy on inclusion for SEN in the school's **SEN policy**.

Pupil voice

Through our support of student voice, we encourage our pupils to have confidence in voicing their opinions and taking responsibility for the world around them. It is important that we teach our children how to engage in mature social interactions and get along with a variety of different types of people. This is developed through student voice by interactions between pupils from different year groups, pupils and staff, and pupils and the wider community.

Recruitment

Etonbury Academy is committed to providing equality of opportunity for all and ensuring that all stages of recruitment and selection are fair. Recruitment and selection procedures will be reviewed on a regular basis to ensure that applicants are not discriminated against on the grounds of race, nationality, gender, religion, age, disability, marital status, pregnancy and maternity or sexual orientation. Etonbury Academy acknowledges that unfair discrimination can arise on occasion and so will ensure that the equal opportunities policy outlined in this plan is the foundation for all its activities.

Where a candidate is known personally to a member of the selection panel it will be declared before shortlisting takes place. It may then be necessary to change the selection panel to ensure that there is no conflict of interest and that equal opportunities principles are adhered to.

Staff

Equal opportunities for staff

As part of our commitment to the implementation of equal opportunities principles and the monitoring and active promotion of equality in all aspects of staffing and employment, the school will ensure that:

- all staff appointments and promotions are made on the basis of merit and ability and in compliance with the law;
- staffing of the school reflects the diversity of our community wherever possible;
- as an employer we strive to ensure that we eliminate discrimination and harassment in our employment practice and actively promote equality across all groups within our workforce;
- we respect the religious beliefs and practice of all staff, pupils and parents, and comply with reasonable requests relating to religious observance and practice;
- we ensure that all staff, including support and administrative staff, receive appropriate training and opportunities for professional development, both as individuals and as groups or teams.

Staff discipline and suspension

Etonbury Academy is committed to ensuring that all school staff are treated fairly and consistently and anyone not adhering to these values is held to account through our **staff discipline, conduct, and grievance policy**.

The education and wellbeing of our pupils is our main priority. Any member of staff who creates a barrier to learning for our pupils will be disciplined. The **school's staff appraisal policy** provides more information on how the school monitors staff performance. We hope that staff will feel confident to voice complaints and grievances in the confidential environment of the school and that they will trust the school to deal with their grievances fully, promptly, and fairly. The school puts great faith in all its employees, and hopes never to have to discipline anyone as a result of misconduct.

Behaviour, exclusions and attendance

The school **behaviour policy** takes full account of the duties under the Equality Act. We make reasonable, appropriate and flexible adjustments for pupils with special educational needs and

disabilities. We closely monitor data on exclusions and absence from school for evidence of over-representation of different groups, and will take action to address any concerns that arise in this area.

The curriculum

Monitoring and review

This equality policy will be reviewed every 4 years by the governing body, unless there is specific reason for it to be reviewed earlier (for example an incident involving members of the school community or new legislation). Governors will review how effective it is in tackling discrimination, promoting access and participation, equality and good relationships between different groups, and that it does not disadvantage particular sections of the community. Governors will also review evidence that it is being put into practice in school by staff and pupils, and whether there is any need for extra training or development sessions across the whole school to ensure it is promoted and implemented as much as possible.

Information will be gathered through:

- identification of children and young people, parents, carers, staff and other users of the school representing the different protected characteristics. This helps us develop and monitor the scheme. Comprehensive and sensitive efforts are made to collect accurate information and meet security of information requirements, in addition to our duty to secure accurate information relating to ethnicity and first language;
- pupil attainment and progress data relating to different groups;
- children's and young peoples' views, actively sought and incorporated in a way that values their contribution;
- information about how different groups access the whole curriculum and how they make choices between subject options;
- sports and activities choices of all groups;
- uptake of the extended school offer by group;
- exclusions data analysed by group;
- records of bullying and harassment on the grounds of any equality issue;
- data on the recruitment, development, and retention of employees;
- outcomes of activities promoting community engagement and community cohesion;
- outcomes of actions taken to secure the involvement of parents and others who have been identified as difficult to engage.

Yearly, the Vice Principal will provide **monitoring reports** for review by the governing body. These will include:

- progress against targets relating to equality and future plans
- school population
- recruitment and retention
- key initiatives.

Outcomes

One of the most important indicators of how successful we are as a school in promoting equality and eliminating discrimination are the outcomes for various individuals and groups. Where robust

analysis of outcomes reveals poorer outcomes for any particular groups, an impact assessment will be carried out and an action plan put in place to aid these outcomes. Action plans will outline:

- objectives and specific actions to be taken
- expected impact and indicators of achievement (success criteria)
- clear timescales
- who has lead responsibility
- resource implications
- specified dates for review.

Equality impact assessments

Impact assessments are carried out as part of the review of all school policies and assess whether school policies or plans are having a negative or adverse, or positive impact on groups and individuals within the school community.

This document will be reviewed:

- Every 4 years
- after incidents that relate to, or impact on, equality in school
- after any significant changes to workplace, working practices or staffing.

Appendix 1 - LGTB+ Policy

This policy has been written in consultation with Stonewall¹ and relates to a number of school policies, including Equal Opportunities, Anti-bullying and Sex and Relationships Education (SRE). It sets out in more detail the school's approach to LGBT+ people and issues in line with the Education and Inspections Act 2006 and the Equality Act 2010:

Education and Inspections Act 2006

Schools have a duty to promote the safety and wellbeing of all children and young people in their care, including lesbian, gay, bisexual and transgender pupils and those experiencing homophobic, biphobic or transphobic (HBT) bullying.

Equality Act 2010

Schools are required to eliminate discrimination on the grounds of sexual orientation and gender reassignment². This includes tackling HBT bullying. Schools are also required to advance equality of opportunity and foster good relations. This means that schools should go beyond tackling HBT bullying and take proactive steps to promote respect and understanding of LGBT+ people and issues.

The school aims...

- To provide an inclusive environment in which LGBT+ pupils and staff are valued and respected
- To promote understanding of and support the needs of LGBT+ pupils and staff
- To usualise LGBT+ awareness and issues through the provision of an inclusive curriculum
- To monitor and tackle HBT language and bullying

The school seeks to achieve these aims...

- By ensuring that school policies and practices are inclusive and supportive of LGBT+ people and explicitly state that HBT language and bullying are unacceptable
- By providing training to staff in supporting LGBT+ pupils, developing an LGBT+-inclusive curriculum and tackling HBT language and bullying
- By providing support structures and information/resources to LGBT+ pupils on LGBT+ issues and support services
- By providing pupils with LGBT+-inclusive Sex and Relationships Education (SRE), opportunities to discuss gender identity and sexuality, and including LGBT+ people and themes in the PHSC and wider curriculum where relevant
- By providing multiple ways for pupils to report HBT language and bullying, monitoring (including through staff and pupil surveys) and recording HBT language and bullying, as well as ensuring that pupils are aware that HBT language and bullying are wrong
- By ensuring that the school library contains books with LGBT+ themes and that any assemblies, projects or displays which celebrate diversity or tackle bullying are LGBT+-inclusive
- By maintaining a gender-neutral dress code and ensuring that unnecessarily gendered aspects of school life are avoided
- By nominating a member of staff³ as the school's LGBT+ lead to monitor the implementation of this policy and provide training and additional support and advice to pupils and staff.

How the school will work towards these aims ...

Policy and Key Documents

- A student-friendly version of the school's anti-bullying policy will be written to be displayed and during anti-bullying week and LGBT++ History month.
- The Staff Handbook will be audited and updated to be fully LGBT+ inclusive

Resources

- Stonewall's 'An Introduction to Supporting LGBT+ Young People: A Guide for Schools' and 'Getting Started: A Toolkit for Preventing and Tackling HBT Bullying in Schools' will be available via the Google drive.
- A display in the staff room about tackling HBT language and bullying will be also created

Research

- KGO will attend training delivered by Gendered Intelligence and Pink Therapy
- A survey of bullying will be conducted with all parents in the Spring term

1 *'Staff Training Resource: Equipping staff to celebrate difference and challenge homophobia, biphobia and transphobia in your secondary school'*, Stonewall.

2 Sexual orientation refers to people who are, or who are perceived to be, lesbian, gay or bisexual. Gender reassignment refers to anyone who is proposing to undergo, is undergoing or has undergone a process (*or part of a process*) for the purpose of reassigning their sex by changing physiological or other attributes of sex.

3 The School's designated LGBT+ lead, reporting to the Principal, is Kerry Goldsmith