

Stretford High School

Equality and Diversity Policy 2016 - 2020

Review date: July 2020

KEY FACTS

- Under the Equality Act (2010) all schools are responsible for eliminating any form of discrimination, for promoting good relations between children, staff and parents and for ensuring that all students, regardless of gender, ethnicity, disability, religion, belief, sexual orientation, gender reassignment, pregnancy or maternity should have equal access to all aspects of school life, reflected in the school environment and its curriculum.
- All staff appointments are to be based on strict professional criteria.
- All staff should be seen to model appropriate behaviour and should take every opportunity to encourage students to behave appropriately and to deal with incidents positively.
- All forms of discrimination, including bullying and harassment, by any person will be treated seriously and breaking the conditions of the equal opportunities policy will be deemed as misconduct and could lead to disciplinary action.
- The policy and equality objectives will be monitored and reviewed every 4 years.
- The action plan will be reviewed annually.

Purpose

1. At Stretford High School we recognise our responsibilities under the Equality Act (2010) to eliminate discrimination and to promote good relations between students, staff, parents and carers.
2. We aim to provide all students, regardless of gender, ethnicity, disability, religion or belief, or sexual orientation, gender reassignment, pregnancy or maternity, equal access to all aspects of school life and work to ensure that every child is valued as an individual.
3. Practitioners, as role models, are aware of the influence of adults in promoting positive attitudes and use that influence to challenge stereotypical ideas and celebrate diversity.
4. Our aim is to equip students with an awareness of our diverse community and to appreciate the value of positive attitudes and mutual respect. Discrimination is not acceptable.
5. In all staff appointments, the best candidate will be appointed based on strictly professional criteria. We provide equal opportunities to everyone we employ and we do not accept any type of discrimination.
6. We encourage all our learners and employees to develop their full potential and we will do everything we can to help them to achieve this. We have the highest expectations of all.
7. We actively foster a shared sense of cohesion and belonging within the school and wider community.
8. We work to raise standards for all students, but especially for the most vulnerable, believing that this raises the standards across the whole school.

Our Commitment

We have developed our Single Equality Scheme and Action Plan to impact at every level in light of what is reasonable and practical according to: The age and size of the building; the school population; the budget; our other duties.

1. Every child and employee has the right to dignity and respect. We will not tolerate bullying or harassment.
2. Our aim is to provide a high quality learning experience to all students according to their needs, irrespective of gender, ethnicity, disability, religion, belief or sexual orientation.
3. We will provide equal opportunities to all staff and students. We treat all our employees fairly and equally.
4. Breaking the conditions of our equal opportunities policy, will be deemed as misconduct and could lead to disciplinary action.
5. Equality of opportunity permeates the whole school curriculum and is reflected in the school organisation and values. The school rules are Ready, Respect, Safe.
6. Individuals are recognised and their differences respected. Effort, progress and achievements are celebrated at every level.
7. We will monitor and review our policy every 4 years and update the Action Plan annually.

Aims / Objectives

Through implementation of our policy we aim to:

1. Create an environment in which each individual feels valued by embedding an effective behaviour management system that ensures that students display excellent attendance, attitudes to learning and are enabled to and proud to succeed.
2. Ensure equal access to all areas of the curriculum for all the children in our care by providing high quality teaching in all curriculum areas using materials that promote learning and reflect diversity.
3. Promote the belief that all can and should achieve to their highest potential and close the gap in the rate of student progress and attainment specifically for:
 - i. Disadvantaged students (entitled to free school meals or looked after)
 - ii. Middle ability students
 - iii. Boys

General Principles

1. We will strive to provide training on equal opportunities and diversity for staff.
2. All parent and carers, regardless of ethnic background, disability, gender or socioeconomic background are welcome and will be encouraged to participate in the life of the school.
3. All our children have a right not to experience behaviour which offends anyone on the grounds of gender, ethnicity, disability, religion, belief, sexual orientation, gender reassignment, pregnancy or maternity
4. We shall foster a positive atmosphere of mutual respect and trust among students and staff.

5. We aim to create an environment in which all students and their families and staff feel safe and unthreatened.
6. Staff and students should be seen to behave in a manner which demonstrates mutual respect for one another.
7. Adults should take every opportunity to encourage children to behave appropriately and to deal with incidents positively.
8. We will be sensitive to and provide for cultural and religious requirements, such as dress, diet, prayers and events.
9. We will encourage children to develop self-esteem, confidence and motivation in all areas of their lives, including their own learning, development and progress.

Curriculum Principles

1. All children will be respected and their individuality and potential recognised, valued and nurtured.
2. Activities and the use of equipment offer children opportunities to develop free from prejudice and discrimination, and encouraged to enjoy and learn from them equally.
3. Our aim is to show respectful awareness of all major events and religious celebrations in the lives of children within our school and in society as a whole.
4. Appropriate opportunities will be given to children to explore, acknowledge and value similarities and differences between themselves and others.
5. We will provide positive opportunities for disabled students, where necessary making reasonable adjustments to put them on a level footing with students without disabilities.
6. We will carry out accessibility planning aimed at increasing the extent to which disabled students can participate in the curriculum, improving the physical environment to enable disabled students to take better advantage of education, benefits, facilities and services provided, and improve the availability of information to disabled students.

Monitoring & Evaluation

The named people in school who coordinate and monitor the policy are the Senior Leadership Team. (Responsibilities designated according to School Improvement Plan).

The Head Teacher will seek to implement this policy and ensure that it is fair and equal.

All staff members are responsible for promoting a safe, positive and inclusive ethos and for challenging prejudice or discrimination.

Where monitoring identifies a manner of concern, appropriate action will be taken by the senior leadership team to address the situation.

Related Policies, Guidelines, Templates and Forms

Special Educational Needs Policy and student information.

Safeguarding and Child Protection Policy.

Allegations of Abuse against Teachers and Other Staff.

Complaints Procedure.

Accessibility Plan

Behaviour Policy