

SHAW WOOD ACADEMY



EQUALITY AND DIVERSITY POLICY

Date Prepared : 16/01/2019	Prepared By : MR	Review Date : January 2022
Approved By Governors :	Signed By Chair:	Dated By Chair:

Introduction

This Equality and Diversity Policy has been developed in accordance with the **Equality Act (1st October 2010)** by the Governors and staff at Shaw Wood Academy. It represents a commitment to a common set of values and objectives and to a consistent approach to communicating, implementing and monitoring the policy.

Aims

Shaw Wood Academy is committed to promoting and achieving equality of opportunity for all pupils, parents, staff, governors and visitors. We believe that all people are of equal value and are entitled to equality of opportunity irrespective of:

- Age
 - Disability
 - Gender reassignment
 - Pregnancy and maternity
 - Race
 - Religion and belief
 - Sex
 - Sexual orientation
- Marriage and civil partnership

Values, Principles and Standards

Equality of opportunity is fundamental to good practice in education, in which fairness of opportunity for all is a basic right. This policy is therefore underpinned by the following values, principles and standards:

- equality and social justice
- acknowledging and valuing diversity
- respect for others
- compliance with equal opportunities legislation
- elimination of all forms of prejudice and unfair discrimination
- active challenge to stereotypes, prejudiced attitudes and unfair discriminatory behaviour
- commitment to inclusive education which enables and supports all pupils to develop their full potential
- accountability for compliance with this policy by all members of the School communities and others engaged in School business or activities.

Objectives

The objectives of this Equality and Diversity Policy are to:

- i. develop an ethos which respects and values all people
- ii. actively promote equality of opportunity
- iii. prepare pupils for life in a diverse society
- iv. promote good relations amongst people within the School community and the wider communities within which we work
- v. eliminate all forms of unfair discrimination, bullying, harassment or other oppressive behaviour
- vi. deliver equality and diversity through our School policies, procedures and practice
- vii. do our utmost, within available resources, to remove barriers which limit or discourage access to School provision and activities
- viii. take positive action to provide encouragement and support to individuals and groups whose progress has been limited by stereotyping and cultural expectations
- ix. monitor the implementation of equality and diversity within the School
- x. set targets for improvement and evaluate the impact of equality and diversity action in achieving our goals. Targets are only set if we believe improvements are necessary.

Communication of Equality and Diversity Policy

We will take active steps to communicate this Equality and Diversity Policy to all pupils, parents, staff, and governors of the School.

Responsibilities and accountabilities

The Governors are responsible for:

- making sure the School follows all of its equality and diversity policies and codes, and meets its legal responsibilities with respect to equality

The Executive Head Teacher is responsible for:

- ensuring policies and procedures are in place to comply with all equality legislation ensuring
- that the School implements its equality and diversity policies and codes of practice
- following the relevant procedures and taking action in cases of unfair discrimination, harassment or bullying
- ensuring that appropriate records are kept of any cases of unfair discrimination, harassment or bullying

School managers are responsible for:

- putting the School's equality and diversity policies and codes into practice
- making sure that all staff know their responsibilities and receive the support and training necessary to carry them out
- following the relevant procedures and taking action in cases of unfair discrimination, harassment or bullying

All staff are responsible for:

- promoting equality and diversity, and avoiding unfair discrimination
- challenging any incidents of unfair discrimination, or racial, sexual or other stereotyping, perpetrated by pupils or other staff
- keeping up-to-date with equality law and participating in equal opportunities and diversity training
- reporting any incidents of unfair discrimination, harassment or bullying to senior managers

Pupils are responsible for:

- respecting others in their language and actions

- obeying all of the School's equality and diversity policies and codes

Monitoring and review

This Equality and Diversity Policy has been approved and adopted by the governing body of the School and will be reviewed every three years to ensure it remains compliant with Equality and Diversity legislation.