



EQUALITY POLICY	
Last reviewed - Autumn Term 20	Date of next review – Autumn Term 22
Trustees	Author – Head of Inclusion

Introduction

Clapham and Patching is an inclusive school where we focus on the well-being and progress of every child and where all members of our community are of equal worth.

We believe that the Equality Act of 2010 provides a framework to support our commitment to valuing diversity, tackling discrimination, promoting equality and fostering good relationships between people. It also ensures that we continue to tackle issues of disadvantage and underachievement of different groups.

Purpose of the policy

The Equality Act 2010 was introduced to ensure protection from discrimination, harassment and victimisation on the grounds of specific characteristics (referred to as “protected characteristics”). This means that schools cannot discriminate against students or treat them less favourably because of their sex (gender), race, disability, religion or belief, gender reassignment, sexual orientation or pregnancy or maternity. The Act requires all public organisations, including schools to comply with the Public Sector Equality Duty:

The **Public Sector Equality Duty** or “general duty”

This requires all public organisations, including schools to:

- eliminate unlawful discrimination, harassment and victimisation
- Advance equality of opportunity between different groups
- Foster good relations between different groups

This policy describes how the school is meeting these statutory duties and is in line with national guidance.

Links to other policies and documentation

- Inclusion
- Anti-Bullying

- Behaviour at Work
- Disability and Accessibility
- Recruitment
- Behaviour Management
- Admissions

Scope of the policy

This policy applies to all employees within the school, all children and to all visitors.

We will take positive and proportionate action, such as targeted support, to address the disadvantage faced by particular groups of children, employees and visitors with particular protected characteristics. The actions will respond to the school's Equality Objectives.

Our approach to equality is based on the following 7 key principles

- 1. All learners are of equal value.** Whether or not they have a protected characteristic.
- 2. We recognise, respect and value difference and understand that diversity is a strength.** We take account of differences and strive to remove barriers and disadvantages which people with a protected characteristic might face. We believe that diversity is a strength, which should be respected and celebrated by all those who learn, teach and visit here.
- 3. We foster positive attitudes and relationships.** We actively promote positive attitudes and mutual respect between groups and communities different from one another.
- 4. We foster a shared sense of cohesion and belonging.** We want all members of our school community to feel a sense of belonging within the school and wider community and to feel that they are respected and able to participate fully in school life.
- 5. We observe good equalities practice for our staff.** We ensure that policies and procedures benefit all employees and potential employees in all aspects of their work, including in recruitment and promotion, and in continuing professional learning.
- 6. We have the highest expectations of all our students.** We expect that all students can make good progress and achieve their highest potential
- 7. We work to raise standards for all students, but especially for the most vulnerable.** We believe that improving the quality of education for the most vulnerable groups of students raises standards across the whole school.

Roles and Responsibilities

- We expect all members of the school community and visitors to support our commitment to promoting equalities and meeting the requirements of the Equality Act.

Governing body

The governing body is responsible for ensuring that the school:

- complies with legislation, and that this policy and its related procedures and action plans are implemented.

The governing body keeps aspects of the school's commitment to the Equality Duty under review, for example, in terms of standards, curriculum, admissions, exclusions, personnel issues and the school environment. Governors annually review the Equality Policy and evaluate the success of the school's equalities work taking account of quantitative evidence (e.g. data) and qualitative evidence.

The Inclusion lead on the governing body has a watching brief regarding the implementation of this policy.

Head of school and Leadership team

The Head of School is responsible for implementing the policy;

- Ensuring that all staff are aware of their responsibilities and are given appropriate training and support;
- Taking appropriate action in any cases of unlawful discrimination.
- Ensuring that decisions pay due regard to the Equality Duty.
- Ensuring that the equality implications are considered as part of decision making and policy development.
- Ensuring adequate resources are available to implement the schools' Equality Policy and Accessibility Plan.

A senior member of staff has day-to-day responsibility for co-coordinating implementation of the policy and for monitoring outcomes. S/he will have expert and informed knowledge of the Equality Act.

Teaching and Support Staff

All teaching and support staff will:

- promote an inclusive and collaborative ethos in their classroom
- challenge prejudice and discrimination
- deal fairly and professionally with any prejudice-related incidents that may occur
- plan and deliver curricula and lessons that reflect the school's principles, for example, in providing materials that give positive images in terms other protected characteristics
- maintain the highest expectations of success for all students
- support different groups of children in their class through differentiated planning and teaching, especially those who may (sometimes temporarily) find aspects of academic learning difficult
- keep up-to-date with equalities legislation relevant to their work.

Visitors

All visitors to the school, including parents and carers are expected to support our commitment to equalities and comply with the duties set out in this policy. We will provide guidance and information in school newsletters to enable them to do this.

Equality Objectives 2020-2023

The objectives which we identify represent our school's priorities and are the outcome of a careful review of and analysis of data and other evidence. They also take into account national and local priorities and issues.

We evaluate our success in meeting the Public Service Equality Duties by the extent to which we **achieve improved outcomes** for the different groups. We produce Equality data Analysis which inform our discussions about the Equality Objectives.

Target	Actions
Achieve a year on year (over two years) reduction in the attainment gap in English and Mathematics between children with an EHCP and their peers	<ul style="list-style-type: none"> • Ensure that child differentiation is in place and effective in addressing the learning needs of children with SEND • Ensure children with an ECHP have access to personalised learning programmes in Literacy and Numeracy • Ensure children with an ECHP have highly effective LSA support
Reduce the incidence of racist incidents year on year (over two years).	<ul style="list-style-type: none"> • Raise awareness of the effect of derogatory language amongst children • Set clear procedures for reporting racist bullying.
Narrow the learning gap between Pupil Premium students and those who do not meet the criteria for Pupil Premium.	<ul style="list-style-type: none"> • Embed effective differentiation in teacher lesson planning • Ensure all teachers have a thorough awareness of individual children learning needs in their subject.

Monitoring and reviewing objectives

The Governing Body will review and update our equality objectives every two years. The Head of School will report annually each spring, to the governing body on progress towards achieving the targets. The school will involve and consult staff, students, governors and parents and carers.