

EQUALITY & DIVERSITY POLICY

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| Reference this policy is aligned to with LCC | **n/a** |
| Agreed with Support Staff Trade Unions | **n/a** |
| Adopted by the Governing Body | **Sep 20** |
| Next Review Due | **Sep 22** |
| Agreed with Teacher Trade Unions and Professional Associations | **n/a** |

### Context

Welland Park Academy is a 960 place Academy in the south east of Leicestershire. It serves a small area of deprivation in a largely affluent area. The student profile is nearly 90% are white British in ethnicity. Within this we have students and staff who contribute to our multicultural, multi ethnic and multi faith composition with over eighteen different first languages spoken and over 3% of students speaking English as an additional language. Around 10% of the students are eligible for free school meals. SEN is currently 10% on our Inclusion register, this is below the local and national average. However, many of these students have complex needs and he proportion of these students e.g. with an EHCP exceeds the local and national average.

### Legal Framework

The legal framework for this Policy is:

* The Equality Act 2010, which introduced the public sector equality duty and protects people from discrimination.
* The Equality Act 2010 (Specific Duties) Regulations 2011, which require schools to publish information to demonstrate how they are complying with the public sector equality duty and to publish equality objectives.

This document is also based on Department for Education (DfE) guidance: The Equality Act 2010.

### Vision Statement

Welland Park Academy is a welcoming school where everyone is valued highly and where tolerance, honesty, co-operation and mutual respect for others are values which we foster. We are committed to the development of the whole person within a supportive and secure environment. A broad, balanced and appropriate curriculum provides equal opportunity for all students to maximise their potential regardless of their protected characteristic as outlined by the Equality Act. We endeavour to promote positive relationships with parents, governors and members of the wider community. At Welland Park Academy we aim to promote equality and tackle any form of discrimination and actively promote harmonious relations in all areas of school life. We seek to remove any barriers to access, participation, progressions, attainment and achievement. We do our best to fulfil our duty towards promoting community cohesion. We promote the notion of pride in living in Britain alongside the British values of democracy, individual liberty, the rule of law and tolerance and respect for those of different cultures and beliefs.

### Purpose of the Policy

1. To provide a secure environment in which all our students can flourish and achieve
2. To provide a learning environment where all individuals see themselves reflected and feel a sense of belonging
3. To prepare students for life in the diverse society of modern Britain where they can find their place as part of a local, regional, national and global community
4. To include and value the contribution or families to our understanding of equality and diversity
5. To provide positive non-stereotyping information about different groups of people regardless of gender, ethnicity, disability, sexual orientation and age and improve our understanding of equality and diversity
6. To actively challenge discrimination and disadvantage
7. To make inclusion a thread which runs through our whole provision

### Organisation

The curriculum and all the teaching and learning experiences offered at Welland Park Academy are planned with the requirements of this policy in mind. This includes the less formal aspects of school such as assemblies, extra- curricular activities, trips, visits etc. The Academy is aware of the Equalities Act 2010 and we are able to provide learning and exam facilities as required by JCQ and as identified in the SEND policy.

### Responsibilities

The Governing Body is responsible for ensuring that the school complies with equality legislation and meets with the requirements to publish equality schemes. It also has to ensure that all policies and procedures are carried out and monitored and evaluated and all necessary recording procedures are in operation. The Governing Body is also responsible for following the LA’s admissions code and ensuring equal opportunities practice is operated in staff recruitment and professional development. The Governing Body may be involved in dealing with serious breaches of the policy.

The Principal is responsible for managing the day- to- day implementation of the policy by ensuring that all staff receive appropriate training, actively challenging any discriminatory practice, dealing with reported incidents following LA guidance, ensuring everyone in the school complies with the policy expectations and producing timely reports for the Governors.

All staff are responsible for being vigilant at all times for any type of bullying and harassment and dealing effectively with any type of victimisation that may occur in school. They are responsible for identifying and challenging bias in either the curriculum or the school culture and they have a duty to promote equality and not discriminate on the grounds of race, gender, culture, age and sexual orientation. The staff team are responsible for promoting an inclusive curriculum and whole school ethos which reflects our diverse society and attending relevant training when necessary.

**Monitoring and Evaluation**

This policy will be reviewed regularly. All breaches of the policy will be rigorously followed up using the appropriate procedures and reported to the Governing Body and LA as required.

**Relationship to other Policies**

This policy underpins all practice and procedure at the school and therefore relates to all other policies.

**Impact on Workload and Working Hours**

The implementation of this Policy should not impact on staff workload. However, should policy reviews reveal an impact, the Policy will be reviewed to take account of this.

### Equality Objectives & EDIMs (Equality & Diversity Impact Measures)

The Equality Act requires public bodies to set Equality Objectives at least every four years, and they have to be ‘stretching’. These are measured through the setting of EDIMs to accompany them. The Objectives and EDIMs for Welland Park Academy 2020/21 will be:

**Equality Objective 1:**

**To ensure that the Academy is compliant with its duties under the Equality Act. EDIMs:**

* Specific duties met by required date
* Equality Analysis put in place
* Equality Analyses carried out as part of monitoring and evaluation of data and School improvement and action plans. Any actions required following evaluations are acted upon.

**Equality Objective 2:**

**To narrow the gaps in achievement between KS2 and KS4 of the various groups in Welland Park Academy EDIMs:**

* Reduce the progress gap measured using P8 scores for PP and non-PP students at Welland Park.
* Reduce the progress gap measured using P8 scores for SEND and non – SEND students at Welland Park.

**Equality Objective 3:**

**To address any under representation of boys/girls or particular ethnic groups in option choice subjects at KS4 EDIMs:**

* To ensure students of any protected characteristic have access to all courses within the Key Stage 4 curriculum and where appropriate curriculum or staffing adjustments made to increase representation.

**Equality Objective 4:**

**To ensure that our school is a safe and inclusive environment for all EDIMs:**

* Aspire to increase the numbers of students and parents who feel that bullying, including homophobic bullying, is tackled effectively to 100%
* Aspire to reduce fixed term exclusions for SEND students relative to non-SEND students
* Aspire to continue that permanent exclusions remain at 0 and the number of NEETs annually is 0.
* Aspire to ensure that any students or staff who consider that they are LGBT are able to comfortably learn and work in the school environment without fear or harassment

**Equality Objective 5:**

**To continue to ensure that the diversity of the workforce and management profile of the school reflects the learner population and society as a whole EDIMs:**

* Continue to ensure that all Academy recruitment procedures are followed (these are in line with LA procedures)