

**PARK HOUSE SCHOOL
EQUALITIES POLICY**

Document Ref:		Date Created:	
Version:	3	Date Modified:	April 2018
Revision Due:	January 2019	Review Body:	Personal Development and Welfare Committee
Review Body Chairman:		Sign & Date:	

PERSONAL DEVELOPMENT AND WELFARE COMMITTEE

Version:		Date of Review:	April 2018
-----------------	--	------------------------	------------

CHANGE HISTORY

Version	Date	Description
3	April 2018	General review

COMMUNICATION HISTORY

Version	Date	Communication Method	Stakeholder
Issue 1			
Issue 2			
Issue 3			
Issue 4			
Issue 5			



PARK HOUSE SCHOOL

POLICY re GUIDANCE IN THE PUBLIC SECTOR EQUALITY DUTY

Aims

Park House School has an obligation under the Equality Act 2010, both as an employer and a school which carries out a public function and service, to have due regard to:

1. Eliminating unlawful discrimination, harassment, victimisation and other conduct prohibited by the Act
2. Advancing equality of opportunity between people who share a protected characteristic and those who do not
3. Fostering good relationships between people who share a protected characteristic and those who do not.

The protected characteristics for the school's provision under the Equality Act are:

- Disability
- Gender re-assignment
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

Age, marriage and civil partnership are **not** protected characteristics for schools.

Objectives:

- To ensure that all pupils have equal access to an appropriate, broad, balanced, relevant and differentiated curriculum
- To promote equality of opportunity by ensuring that teaching and learning promote equality, celebrate diversity and promote community cohesion by fostering good relations both within the school and the wider community
- To investigate any form of discrimination, harassment or victimisation by and to any pupil or member of staff
- To ensure that employment opportunity and employee training and development are open to all applicants or staff, regardless of their culture or ethnic origin nationality religious belief, gender, disability, sexuality, age or other status.
- To ensure that all employees are aware of their general and specific duties in regard to the promotion of equality and removing unfair discrimination
- To ensure that school policies and administrative arrangements reflect the aims of the equality Policy
- To ensure continuous monitoring in relation to tackling discrimination

Monitoring:

The Equality Policy will be applied through the implementation of the action plan in relation to the achievement of students, quality of teaching, behaviour and safety and leadership and management.

The Equalities Committee will meet termly and will work in conjunction with the Governing Body as outlined in Appendix 1.

Any training needs identified in relation to the protected categories will be carried out as part of the Academy's continuing professional development.

The positive achievements of all students will be recognised and celebrated.

Outcomes:

All staff and students should feel safe from victimisation, harassment and discrimination and feel treated with equal status.

All staff and students will respect the diversity and equality of all members of the school community.

Reasonable adjustments will be made to accommodate difference and promote equality by all members of staff.

Policies relating to admissions, attendance, safeguarding, special educational needs, disability, teaching and learning, bullying and exclusions are kept under regular review with regard to promoting equality and remaining with the Public Sector Equality Duty.

2017/18 Objective

The Academy's priority is to close the gap between the progress and achievement of students eligible for Pupil Premium and other target groups. This will be achieved by:

1. Monitoring and analysing the achievement of all students in receipt of Pupil Premium
2. Targeted interventions for identified students through the 'Achievement for All' initiative.
3. Monitoring and analysing attendance levels of Pupil Premium students
4. Monitoring and analysing fixed term exclusions for Pupil Premium students

APPENDIX 1

