

Equality and Diversity Policy



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1 Aims

Our school aims to meet its obligations under the public sector equality duty by having due regard to the need to:

- ▲ Eliminate discrimination and other conduct that is prohibited by the Equality Act 2010
- ▲ Advance equality of opportunity between people who share a protected characteristic and people who do not share it
- ▲ Foster good relations across all characteristics – between people who share a protected characteristic and people who do not share it

2 Legislation and Guidance

This document meets the requirements under the following legislation:

- ▲ **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 and schools**.

3 Roles and Responsibilities

The Governing body will:

- ▲ Ensure that the equality information and objectives as set out in this policy are published and communicated throughout the College, including to staff, pupils and parents
- ▲ Ensure that the published equality information is updated at least every year, and that the objectives are reviewed and updated at least every three years
- ▲ Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the Principal

The Principal will

- ▲ Promote knowledge and understanding of the equality objectives amongst staff and pupils
- ▲ Monitor success in achieving the objectives and report back to governors

All College staff will

- ▲ have regard to this document and to work to achieve the objectives as set out in Section 8.

4 Eliminating Discrimination

The College is aware of its obligations under the Equality Act 2010 and complies with non-discrimination provisions.

Staff and governors are regularly reminded of their responsibilities under the Equality Act, for example during meetings.

5 Advancing Equality of Opportunity

As set out in the DfE guidance on the Equality Act, the College aims to advance equality of opportunity by:

- ▲ Removing or minimising disadvantages suffered by people which are connected to a particular characteristic they have
- ▲ Taking steps to meet the particular needs of people who have a particular characteristic
- ▲ Encouraging people who have a particular characteristic to participate fully in any activities

In fulfilling this aspect of the duty, the College will:

- ▲ Analyse attainment and progress data for students with different characteristics (where this is available) are performing to determine strengths and areas for improvement, and implement actions in response to findings
- ▲ Make evidence available identifying improvements for specific groups

6 Fostering Good Relations

The school aims to foster good relations between those who share a protected characteristic and those who do not share it by:

- ▲ Promoting tolerance, friendship and understanding of a range of religions and cultures through different aspects of our curriculum. This includes teaching in RE and PSHE but also activities in other curriculum areas. For example, as part of teaching and learning in English and in the College's Reading Programme, students will be introduced to literature from a range of cultures.
- ▲ Holding assemblies dealing with relevant issues. Students will be encouraged to take a lead in such assemblies and we will also invite external speakers to contribute.
- ▲ Working with our local community. This includes school trips and activities based around the local community.
- ▲ Encouraging and implementing initiatives to deal with tensions between different groups of students within the College. For example, our College Council has representatives from different year groups and is formed of pupils from a range of backgrounds. All students are encouraged to participate in the College's activities, such as clubs. Participation is monitored and analysed in order to identify barriers to participation so that these can be removed.
- ▲ We have developed links with people and groups who have specialist knowledge about particular characteristics, which helps inform and develop our approach.

7 Equality Considerations in Decision Making

The College ensures it has due regard to equality considerations whenever significant decisions are made.

The College always considers the impact of significant decisions on particular groups. For example, when a school trip or activity is being planned, the school considers whether the trip:

- ▲ Cuts across any religious holidays
- ▲ Is accessible to students with disabilities
- ▲ Has equivalent facilities for students irrespective of gender

8 Equality Objectives

The Spires College seeks to foster an atmosphere in which everyone flourishes, achieves and feels valued so that everybody feels they can contribute positively to the life of the school.

Every college improvement cycle includes objectives that promote equality. For 2022-24, there are two aims included in the College Improvement Plan (CIP) that include a focus on promoting equality:

Objective 1

The College has appropriate policies in place that make it clear that sexual harassment, online sexual abuse and sexual violence (including sexualised language) are unacceptable. All pupils feel confident to report concerns about harmful sexual behaviour freely, knowing that their concerns will be taken seriously and dealt with swiftly and appropriately. Comprehensive records of all allegations are kept and analysed to inform leaders' understanding of where issues may be. The College's work to prevent sexual harassment, online sexual abuse and sexual violence is evident through an integrated approach that includes the behaviour policy, pastoral support, the work of the safeguarding team and RSHE. The RSHE curriculum is well planned and teaching is of a high standard. Students value this subject and recognise its relevance to their lives. Students have an age-appropriate understanding of healthy relationships.

This means that no member of our community will be subject to harassment or discrimination because of their sex or gender identity.

Objective 2

Students feel safe and bullying, aggression, discrimination and derogatory language are never tolerated. Students actively support the well-being of other students and they understand and celebrate diversity. The College promotes equality of opportunity and diversity effectively. As a result, students understand, appreciate and respect difference in the world and its people, celebrating the things we share in common across cultural, religious, ethnic and socio-economic communities. They show respect for the different protected characteristics as defined in law and no forms of discrimination are tolerated. The College ensures that all students have a good understanding of the fundamental values of democracy, the rule of law, individual liberty, tolerance and respect. The school provides pupils with meaningful opportunities to understand how to be responsible, respectful, active citizens who contribute positively to society.

This means that no member of our community will be subject to harassment or discrimination because of their religion, ethnicity, background or culture.

9 Monitoring Arrangements

The Principal will update the equality information we publish, at least bi-annually.

This document will be approved by the Governing Body.

This document will be reviewed by the Governing Body at least every 4 years.

10 Links with Other Policies

This document links to the following policies:

- ▲ Accessibility Policy
- ▲ Anti-bullying Policy
- ▲ Behaviour Policy
- ▲ RSHE Policy
- ▲ SEND Policy
- ▲ All Policies relating to employment and pay