



## **POLICY DOCUMENT FRONTPAGE**

### **Equality Policy**

### **CURRENT POLICY**

**APPROVED BY ALEC HUNTER LOCAL GOVERNING BODY**

**THIS POLICY IS REGULARLY REVIEWED FOLLOWING  
RECOMMENDED GUIDELINES**



## EQUALITY POLICY

### Definition of the policy

At Alec Hunter Academy measures are taken to create an inclusive culture to ensure equal educational opportunities for all our students and staff at all times. We do not discriminate on the basis of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation (protected characteristics) in admission or employment and in access to our educational and professional programmes and activities. We take positive action to provide equal opportunity to all students and staff and others using school facilities.

### Legal framework

1. We welcome our duties under the Equality Act 2010 to eliminate discrimination and other conduct that is prohibited by the Act, advance equality of opportunity and foster good relations among all members of the school community and particularly with respect to protected characteristics.
2. We embrace our duty to foster good relations between people who share a protected characteristic and those who do not by tackling prejudice and promoting understanding.
3. To advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not.
4. We welcome our duty under the Education and Inspections Act 2006 to promote community cohesion.
5. This policy meets the requirements of [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 policy is also based on Department for Education (DfE) guidance: [The Equality Act 2010 and schools](#).

### Guiding principles

In fulfilling the legal obligations cited above, we are guided by six principles:

Principle 1: All learners are of equal value. We see all learners and potential learners, and their parents and carers, as of equal value, whether or not they have a protected characteristic.

Principle 2: We recognise and respect diversity.

Principle 3: We foster positive attitudes and relationships, and a shared sense of cohesion and belonging.

Principle 4: We observe good equalities practice in staff recruitment, retention and development.

Principle 5: We aim to reduce and remove inequalities and barriers that may already exist.

Principle 6: We aim to consult and involve the school community.

Treating people equally (Principle 1 above) does not necessarily involve treating them all the same. Our policies, procedures and activities must not discriminate, but nevertheless do take account of differences.

### Definitions of discrimination

- Unlawful direct discrimination is when a person is treated less favourably than others in comparable circumstances, because of a special characteristic such as age, gender, disability or race.
- Indirect discrimination occurs when a provision, criterion or practice is applied equally to all, but has a different impact on members of one or more protected groups, of which the complainant is one, and is placed at a disadvantage as a result.
- Victimisation is unlawful, which is treating a person less favourably because they have taken action in respect of discrimination e.g. by bringing a complaint or giving evidence for a colleague.

- Harassment is also unlawful and is when there is unwanted conduct which violates a person's dignity or creates an intimidating, hostile, degrading, humiliating or offensive environment for them, on the grounds of one of the relevant characteristics, e.g. race or gender etc.

## **Aims**

### General

- We expect that all students will have the opportunity achieve their full potential and be motivated to succeed, secure in the knowledge of their own worth.
- We expect students and staff to always treat each other with complete respect and dignity.
- We recognize the need to prepare our students for life in a diverse society where they exercise respect and understanding for everyone.

### Gender equality

- We will work towards improving standards of attainment and achievement for all our students.
- We will actively promote equality of opportunity between people of all gender identities within our school community.

### Race equality

- We will actively promote race equality and good race relations across school activities

### Disability equality

- We will promote equality of opportunity between disabled and other people and take steps to meet their needs

## **Implementation**

In order to translate the above policy into action, we will:

### General

- Ensure that we comply with all relevant legislation.
- Communicate our commitment to equality and diversity to all members of the school community, for example, through our website.
- Inform all staff, students and Governors of their responsibilities in promoting and maintaining equality.
- Set up mechanisms for monitoring, evaluation, and review
- Promote the fundamental British values of democracy, the rule of law, individual liberty and mutual respect and tolerance for those with different faiths and beliefs.

We expect all staff, students, volunteers, and other workers to share this commitment.

### Curriculum

- The curriculum will display a discriminatory free approach to teaching and learning throughout the school
- Curriculum Areas will present opportunities for promoting cultural diversity within subjects.

### Environment

- All reasonable measures will be taken to prevent discrimination against students with protected characteristics.
- Staff will be informed at the beginning, and throughout the school year of any particular needs of the students.
- We will maintain a strategic approach to ensuring that the school is a welcoming and accessible environment for all.

#### Extra-Curricular Activities

- The school will endeavour to provide a wide range of activities which appeal to the interests of all students.

#### Employment

- The school will comply with the law regarding equal opportunities and employment.
- New staff will be made aware of the policy and be welcome to contribute to its development.
- Advertising will state that we are an equal opportunities employer and we will appoint the best candidate for the job.

#### **Procedures for incidents involving intolerance or discrimination towards a student with protected characteristics**

- Any incident involving any member of the school community must be reported and recorded.
- An incident should be recorded, including action taken, on an incident report form and sent through to the usual channels.
- The victims and their parents should be contacted and reassured of the policy and action following the incident.
- All students are warned through an assembly of the seriousness of making prejudicial and discriminatory comments, gesture or actions and informed of the school policy.
- All such behaviour will also be considered in conjunction with our Anti-Bullying Policy.

#### **A response to an incident should be made as per the scale below:**

1 <sup>st</sup> time:	Headteacher's/Leadership Group warning with an educational talk to help the student understand the seriousness of the incident; Parents/Carers informed.
2 <sup>nd</sup> time:	Headteacher's warning or Internal Exclusion depending on the circumstances of the previous incident and the current incident. Parents/Carers informed. An educational talk with a Police Officer may be organised.
3 <sup>rd</sup> time:	Internal Exclusion or a suspension depending on the circumstances of the previous incident and the current incident. Parents/Carers informed. If a student is suspended, a readmission meeting will also take place and a Governor may be present. An educational talk with a Police Officer may be organised.
4 <sup>th</sup> time:	Suspension or Permanent Exclusion depending on the circumstances of the previous incident and the current incident. Parents/Carers informed. If a student is suspended, a readmission meeting will also take place and a Governor may be present and the student may be given a final Governors' warning.

#### **Monitoring and evaluation**

The impact of this policy will be reviewed annually by the Leadership Group.

The school will consider and implement any appropriate action to address any issues that may be identified as a result of the monitoring process.

This policy will be supported by appropriate training where required.