



Clifford Holroyde SEN College

Equality Policy statement

This policy provides guidance to all adults working within the school whether paid, voluntary or directly employed by the school or by a third party.

- In accordance with our *school values*, we will ensure:
 1. equal human rights are respected for all;
 2. our pupils are educated regarding equality;
- We will assess our current school practices and implement all necessary resulting actions in relation to age (as an employer – but not applicable to pupils), disability, sex, gender reassignment, race, pregnancy and maternity, religion or belief and sexual orientation.

2. Statutory requirements

The equality objectives address our duties under current equality legislation, up to and including the Equality Act 2010.

3. Responsibilities

Governors as a whole are responsible for:

- making sure the school complies with the relevant equality legislation;
- monitoring progress towards the equality objectives and reporting annually.

The Head teacher is responsible for:

- drawing up, publishing and implementing the school's equality objectives;
- making sure steps are taken to address the school's stated equality objectives;
- making sure the equality plans are readily available and that the governors, staff, pupils, and their parents/carers are aware of them;
- producing regular information for staff and governors about the plans and how they are progressing;
- making sure all staff know their responsibilities and receive training and support in carrying these out;
- taking appropriate action in cases of harassment and discrimination, including prejudice-related incidents;

- enabling reasonable adjustments to be made, in relation to disability, in regard to students, staff, parents / carers and visitors to the school.

All staff are responsible for:

- promoting equality in their work;
- avoiding unlawful discrimination against anyone;
- fostering good relations between groups;
- dealing with prejudice-related incidents and reporting any concerns;
- being able to recognise and tackle bias and stereotyping;
- taking up training and learning opportunities.

The Headteacher is responsible overall for monitoring the recording of prejudice-related incidents.

This policy has been adopted by the school having been sent out as guidance from Liverpool Local Authority. It has been reviewed and accepted by the Governing Body. It will be reviewed every year.

Signed: Chairperson of the governing body

Signed: Headteacher

Reviewed: Summer 2017

Review Date: Spring 2018