



## Clifford Holroyde SEN College

### Equality Policy

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.

#### **Equality Objectives**

1. Improving outcomes for **ALL** pupils by arranging access to a broad and balanced, knowledge rich curriculum (regardless of socio-economic or disadvantage)

As a school, we will promote broad academic learning and personal development. Personal development may be:

• Spiritual • Moral • Social • Cultural,

particularly with reference to how pupils develop the skills and attitudes which enable them to participate fully and positively in multicultural Britain and understand and appreciate the range of different cultures within school and beyond.

2. Promote cultural diversity and equip pupils to understand 'equality of opportunity' and to recognise and challenge prejudice (both proactive and responsive).

As a school, we will provide planned (classroom learning and assemblies) and unplanned (conversational and behavioural) education to tackle all forms of prejudice. We will ensure that the curriculum that is taught equips children with the knowledge they need in order understand 'equality of opportunity'.

Racism in any form is damaging to society in general and particularly to those groups in society against whom it is directed. As a school, we have a vital role in the prevention of racism. Racist bullying is a particularly direct and often violent form of racism which can occur in any school regardless of the numbers of pupils from different ethnic groups within the school. Avoiding discrimination and promoting equality supports attainment and progression for all pupils.

- We have carefully considered and analysed the impact of this policy on equality and the possible implications for pupils with protected characteristics, as part of our commitment to meet the Public Sector Equality Duty (PSED) requirement to have due regard to the need to eliminate discrimination, advance equality of opportunity and foster good relations.

## **2. Statutory requirements**

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

The Equality Act 2010 provides a single source of discrimination law making it unlawful to discriminate against pupils because of their race, disability, religion or belief or sexual orientation. These are referred to as 'protected characteristics'.

The Act defines four kinds of unlawful behaviour:

- Direct discrimination
- Indirect discrimination
- Harassment
- Victimisation

## **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 based on guidance from Liverpool Local Authority. It has been reviewed and accepted by the Governing Body. It will be reviewed every two years.**

**Signed: Chair of Governing body – Dave Cadwallader Date: July 23**

**Signed: Headteacher- Ian Griffiths Date: July 23**

**Reviewed: July 2023**

**Review Date: July 2025**