



**embrace
challenge:
expect
excellence**

Lancot Challenger Academy

Equality information and Objectives Policy

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Statement of intent

Lancot Challenger Academy recognises that certain groups in society have historically been disadvantaged on account of unlawful discrimination they have faced.

This policy will put in place a range of actions to eliminate prejudice, unlawful discrimination and victimisation within the academy community and workforce.

The Equality Act 2010 makes it unlawful for staff to discriminate directly or indirectly, or to harass staff or pupils due to any of the nine protected characteristics.

Lancot Challenger Academy aims to create a culture that respects and values each other's differences, we aim to promote dignity, equality and diversity, by encouraging individuals to develop and maximise their true potential.

Everyone within the school community has a responsibility to ensure that this statement is adhered to. Senior Leaders in particular, should lead by example, identify any inappropriate behaviour when it happens and take prompt action to deal with inappropriate behaviour.

We aim to remove any barriers, bias or discrimination that prevents individuals or groups from realising their potential and contributing fully to our school's performance. In removing these barriers we aim to develop a school culture that positively values diversity.

We are committed wherever practicable, to achieving and maintaining a workforce that broadly reflects the local community in which we operate.

Every possible step will be taken to ensure that individuals are treated fairly in all aspects of their employment, engagement or whilst volunteering at our school.

Signed by:

_____ Headteacher Date: _____

_____ Chair of Governors Date: _____

Safeguarding Children

Lancot Challenger Academy recognises it has a statutory duty under Section 175 of the Education Act 2002 to ensure arrangements are in place for safeguarding and promoting the welfare of children.

We recognise that children who are abused or witness violence may find it difficult to develop a sense of self-worth and that school may be the only stable, secure and predictable element in the lives of children at risk. Our school will endeavour to support these pupils by providing an ethos which promotes a positive, supportive and secure environment, providing a sense of being valued.

Our policy includes the whole school community: all teaching and non-teaching staff, governors, parents and volunteers working in our school.

At Lancot Challenger Academy we recognise our legal and ethical duty to keep pupils safe from radicalisation and extremism. As such we incorporate the principles of the PREVENT agenda into all practice including the curriculum.

Additionally we ensure that all speakers are carefully vetted by senior staff and that all material available in school, both electronic and otherwise, is suitable. We also ensure that sufficient training is in place so that all staff understand what radicalisation means and why people may be vulnerable to being drawn into terrorism as a consequence of it.

Staff know what measures are available to prevent people from becoming drawn into terrorism and how to challenge the extremist ideology that can be associated with it. Any concerns are dealt with in line with our safeguarding policy working in conjunction with Bedfordshire Police and other agencies as appropriate

Since the Equality Act 2010 came into effect in April 2011 there has no longer been a requirement that schools should draw up and publish equality schemes or policies. It is still good practice, however, for a school to make a statement about the principles according to which it reviews the impact on equalities of its policies and practices, and how it fulfils the specific duties to publish information and evidence. This policy has been modified in the light of the Equality Act 2010, and of the general and specific duties that the Act entails.

1. Legislative framework

1.1. This policy has due regard to statutory legislation including, but not limited to, the following:

- UN Convention on the Rights of the Child
- UN Convention on the Rights of Persons with Disabilities
- Human Rights Act 1998
- Special Educational Needs Regulations 2014
- Education and Inspections Act 2006
- Equality Act 2010
- The Equality Act 2010 (Specific Duties) Regulations 2011

1.2. The Equality Act 2010 provides a modern, single legal framework with three broad duties:

- Eliminate discrimination
- Advance equality of opportunity
- Foster good relations

1.3. **Lancot Challenger Academy** fully understands the principles of the Act and the work needed to ensure that those with protected characteristics are not discriminated against and are given equal opportunities.

1.4. A protected characteristic, under the Act, is as follows:

- Age
- Disability
- Race, colour, nationality, ethnic or national origin
- Sex (including transgender people)
- Gender reassignment
- Maternity and pregnancy
- Religion and belief
- Sexual orientation
- Marriage and civil partnership (for employees)

1.5. The Act makes it unlawful for the responsible body of a academy to discriminate against, harass or victimise a member of staff, pupil or potential pupil:

- In relation to admissions and recruitment.
- In the way it provides education for pupils and training for staff.
- In the way it provides pupils and staff with or without a disability access to any benefit, facility or service.
- By not excluding a pupil or staff member or by subjecting them to any other detriment.
- By ensuring all members of the school pupils and staff are treated fairly and have the opportunity to reach their full potential academically and within their career development.

2. By ensuring all members of the school, pupils and staff are treated fairly and have the opportunity to reach their full potential. Principles and aims

- 2.1. Advance equality of opportunity between people who share a protected characteristic and people who do not share it.
- 2.2. We regard staff, pupils and parents as of equal value, regardless of their race, gender, disability, religion/belief, sexual orientation or age.
- 2.3. Our policies, procedures and activities will take account of differences of life-experience, outlook and background, and will actively acknowledge the kinds of barriers and disadvantages which people may face in relation to their race, gender, disability, religion/belief, sexual orientation or age.
- 2.4. **Lancot Challenger Academy** will promote race equality and have due regard to eliminate unlawful racial discrimination, promote equality of opportunity and promote good relations between people of different racial groups by acknowledging different faiths and religious festivals, having guest speakers that represent different races and cultures, our books, curriculum and PSHE will also be representative of the children and families that attend our school
- 2.5. **.Lancot Challenger Academy** will promote disability equality throughout the academy, ensuring equality of opportunity, eliminating unlawful discrimination, eliminating disability-related harassment and encouraging participation by disabled people in public life.
- 2.6. **Lancot Challenger Academy** will promote gender equality by eliminating unlawful discrimination and harassment, and promote equality of opportunity between men and women, girls and boys.

2.7. Transgender people are explicitly covered by the gender equality duty. For the purposes of this policy, the term 'transgender' refers to an individual gender expression or identity is different from that traditionally associated with the sex they were assigned at birth. This academy will respect the confidentiality of those seeking gender re-assignment and will provide a supportive environment within the social community.

2.8. **Lancot Challenger Academy** is opposed to all forms of prejudice and recognises that children, young people families and staff who experience any form of prejudice-related discrimination may fare less well in the education system.

2.9. **Lancot Challenger Academy** will ensure that all staff comply with the appropriate equality legislation and regulations under the equality act 2010.

2.10. **Lancot Challenger Academy's** Admissions and recruitment Policy will not discriminate in any way.

2.11. The academy will:

- Ensure all staff and regular volunteers are aware of their responsibilities, in carrying out the Equality Act 2010 by giving necessary training and support and by reporting progress to the governing body.

Ensure that the recording and reporting of equality and diversity is sufficiently scrutinised daily by the headteacher.

- Foster positive attitudes and relationships, and a shared sense of cohesion and belonging, and ensure this is promoted in our policies, procedures and in all our activities.
- Observe good equalities practice in staff recruitment, retention and development, and ensure that all policies and procedures benefit all employees and potential employees regardless of their race, gender, disability, religion/belief, sexual orientation or age, and with full respect for legal rights relating to pregnancy and maternity.
- Remove inequalities and barriers that already exist by actively implementing the Equality Act 2010.
- Engage with a range of groups and individuals to ensure that those who are affected by a policy, procedure or activity are consulted and involved in the design of new policies, and in the review of existing ones.
- Ensure that policies, procedures and activities benefit society as a whole, both locally and nationally, by fostering greater social cohesion, and greater participation in the public life of everyone, regardless of their race, gender, disability, religion/belief, sexual orientation or age.
- Ensure staff promote an inclusive and collaborative ethos in the academy, challenging inappropriate language and behaviour, responding appropriately to incidents of discrimination and harassment, and showing appropriate support for pupils with additional needs, maintaining a good level of awareness of issues surrounding equalities.

3. Objectives

3.1. Whilst continuously aiming to improve the implementation of equality-related policies and procedures, **Lancot Challenger Academy** has established the following objectives:

- To monitor changes to the curriculum to ensure they result in good outcomes for pupils in all vulnerable groups, and to review the curriculum in light of new performance measures.
- To offer appropriate qualifications in English for pupils in all vulnerable groups.
- To implement effective strategies to support pupils in all vulnerable groups following linear exam courses.
- To improve the quality of support for pupils in all vulnerable groups in the classroom.
- To continue to explore the use of new technologies to support pupils in all vulnerable groups in accessing their learning. With special investigation taking place regarding the use of technology in modern foreign languages, internal exams and group work.

4. Roles and responsibilities

4.1. The governing body will:

- Ensure that **Lancot Challenger Academy** complies with the appropriate equality legislation and regulations.
- Meet its obligations under the Public Sector Equality Duty to publish equality objectives on line.
- Ensure that **Lancot Challenger Academy's** policies and procedures are developed and implemented with appropriate equality impact assessments informing future plans.
- Ensure that the recording and reporting of equality and diversity data is sufficiently scrutinised by the headteacher.
- Ensure that **Lancot Challenger Academy's** Admissions Policy does not discriminate in any way.
- Ensure equal opportunities in its staff recruitment and promotion practices, CPD programmes and in membership of the governing body.
- Proactively recruit high-quality applicants from under-represented groups.
- Provide information in appropriate and accessible formats.
- Ensure that the necessary disciplinary measures are in place to enforce this policy.

4.2. The headteacher will:

- Implement the policy and its procedures.

- Ensure that all staff members receive the appropriate equality and diversity training as part of their HR induction and CPD.
- Ensure that all parents, visitors and contractors are aware of, and are in compliance with, the provisions of this policy.
- Actively challenge and take appropriate action in any case of discriminatory practice.
- Address any reported incidents of harassment or bullying in line with DfE guidance.
- Produce an annual report on the progress of implementing the provisions of this policy.

4.3. Employees will: Address any issues of harassment or bullying in the academy and report any incidents of harassment or bullying in the academy to the headteacher.

- Identify and challenge bias and stereotyping within the curriculum and the academy's culture.
- Promote equality and good relations, and not harass or discriminate in any way.
- Monitor students' progress and academic needs to ensure the appropriate support is in place.
- Keep up-to-date with equality legislation and its application by attending the appropriate training.

4.4. Students will:

- Be educated not to discriminate or harass any other pupil or staff member.
- Actively encourage equality and diversity in the academy by contributing their cultural experiences and values.
- Report any incidences of bullying or harassment, whether to themselves or to others, to the **Phase Leader** or to another member of the academy staff.
- Abide by all the academy's equality and diversity policies, procedures and codes.

4.5. **Lancot Challenger Academy** will have an equality page on its website, in order to demonstrate how it is complying with the Public Sector Equality Duty in the Equality Act 2010, and advancing equality of opportunity.

5. Gender reassignment

5.1. The Act ensures legal protection against discrimination (direct or indirect) for everyone under the nine protected characteristics mentioned previously, including gender reassignment.

5.2. A person has the protected characteristic of gender reassignment if that person is proposing to undergo, is undergoing or has undergone a process

(or part of a process) for the purpose of reassigning the person's sex by changing physiological or other attributes of sex.

- 5.3. All members of staff and pupils have a right to privacy, which includes the right to keep one's transgender status confidential. Academy staff should not disclose information that may reveal a child or other staff member's transgender status.
- 5.4. The academy will appoint a staff member in whom any transgender child can confide and who can deal with any issues that may arise, for instance bullying or harassment.
- 5.5. A glossary of terminology related to the transgender field can be found on the [Gender Identity Research and Education Society Website](#).

6. Uniform/dress policy

- 6.1. The Act does not deal specifically with academy uniform or other aspects of appearance, such as hair colour and style, and the wearing of jewellery and make-up, but the general requirement not to discriminate in the treatment of pupils applies here in relation to other aspects of the academy policy.
- 6.2. **Lancot Challenger Academy** will ensure that blanket uniform policies do not discriminate because of race, gender, disability, religion/belief, sexual orientation or age.
- 6.3. **Lancot Challenger Academy** will be sensitive to the needs of different cultures, races and religions and act reasonably in accommodating these needs, without compromising important academy policies, such as academy safety or discipline.

7. Curriculum

- 7.1. Promoting tolerance, friendship and understanding of a range of religions and cultures through different aspects of our curriculum. This includes teaching in RE, citizenship and personal, social, health and economic (PSHE) education, but also activities in other curriculum areas. For example, as part of teaching and learning in English/reading, pupils will be introduced to literature from a range of cultures
- 7.2. Holding assemblies dealing with relevant issues. Pupils will be encouraged to take a lead in such assemblies and we will also invite external speakers to contribute
- 7.3. Working with our local community. This includes inviting leaders of local faith groups to speak at assemblies, and organising school trips and activities based around the local community
- 7.4. All pupils will be entitled to access to a curriculum and to teaching and learning opportunities which meet their needs, including extra support where

this has been identified as a statutory need. When planning the curriculum, the academy will take every opportunity to promote and advance equality.

- 7.5. The academy will develop an appropriate 11-18 curriculum for all pupils in all vulnerable groups.

8. Promoting equality

In order to meet our objectives, the academy has identified the following priorities:

- 8.1. **Lancot Challenger Academy** will provide auxiliary aids that are directly related to disabled children's educational needs as a reasonable adjustment so they can integrate wholly in all parts of academy life.
- 8.2. Staff will ensure that all pupils are able to take part in extra-curricular activities and residential visits, and the academy will monitor uptake of these visits to ensure no one is disadvantaged on the grounds of a protected characteristic.
- 8.3. **Lancot Challenger Academy** will ensure that all forms of prejudice-motivated bullying is taken seriously and dealt with equally and firmly.
- 8.4. There will be differential schemes of work designed to meet the abilities and learning styles of all pupils.
- 8.5. There will be a clearly defined disciplinary system, which will be consistently enforced.
- 8.6. The academy will increase access for disabled children and young people to the academy curriculum and will take necessary steps to meet pupils' needs by using a variety of approaches and planning reasonable adjustments for disabled pupils, enabling our pupils to take as full a part as possible in the activities of the academy.
- 8.7. The academy will ensure there is adequate access to the physical environment of the academy. The School ensures it has due regard to equality considerations whenever significant decisions are made. The school 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 pupils with disabilities

Has equivalent facilities for boys and girls

The school keeps a written record (known as an Equality Impact Assessment) to show we have actively considered our equality duties and asked ourselves relevant questions. This is recorded at the same time as the risk assessment when planning school trips and activities. The record is completed by the member of staff organising the activity and is stored electronically with the completed risk assessment.

- 8.8. The academy will improve the delivery of written information to disabled children and young people.
- 8.9. The academy will seek the views of advisory staff, outside agencies and local academy's.
- 8.10. Throughout the year, the academy will plan ongoing events to raise awareness of equality and diversity.
- 8.11. The academy will consult with stakeholders, i.e. pupils, parents/carers, staff and relevant community groups, to establish equality objectives and draw up a plan based on information collected on protected groups and accessibility planning. These equality objectives will be reviewed and reported on **annually**.
- 8.12. Bullying and prejudice will be carefully monitored and dealt with accordingly. Regular training will be given to both existing and new staff to ensure that they are aware of the process for reporting and following up incidents of prejudice-related bullying.

9. Addressing prejudice-related incidents

- 9.1. **Lancot Challenger Academy** is opposed to all forms of prejudice and we recognise that pupils and staff who experience any form of prejudice-related discrimination may fare less well in the education system.
- 9.2. The academy will ensure that pupils and staff are aware of the impact of prejudice in order to prevent any incidents from occurring.
- 9.3. If incidents still occur, the academy will address them immediately and report them to the LA. (is this the local authority)

10. Appeal process

- 10.1. Staff members retain the right to appeal against a decision on the acceptability of their appearance using **Lancot Challenger Academy's** grievance procedure.

11. Monitoring and review

- 11.1. **Lancot Challenger Academy** will review this policy **annually** via the **headteacher**, to ensure that all procedures are up-to-date.
- 11.2. The policy will be monitored and evaluated by the **headteacher** and **governing body** in the following ways:
 - Individual attainment data
 - Equal opportunities recruitment data
 - Equality impact assessments
 - Ofsted inspection judgements on equality and diversity

- Incident records related to harassment and bullying

11.3. Any changes made to this policy will be communicated to all members of staff.