

## EQUALITY POLICY

### Equality policy statement

This policy has been developed in response to the Equality Act 2010 and replaces previous policies relating to race, gender and disability equality. It has been designed to help the school meet the duty to:

- Eliminate unlawful discrimination, harassment, victimisation and other prohibited conduct.
- Advance equality of opportunity between those who have a protected characteristic and those who do not.
- Foster good relations between those who share a protected characteristic and those who do not.

### Protected characteristics

The Equality Act defines nine protected characteristics:

- Age (applicable to staff but not to students)
- Disability
- Sex
- Gender reassignment
- Marriage and civil partnership (applicable to staff but not to students)
- Pregnancy and maternity
- Race
- Religion or belief
- Sexual orientation

### Prohibited Conduct (acts that are unlawful):

- Direct discrimination - Less favourable treatment because of a protected characteristic.
- Indirect discrimination - A provision, criteria or practice that puts a person at a particular disadvantage and is not a proportionate means of achieving a legitimate aim.
- Harassment - Conduct which has the purpose or effect of violating dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment. It includes harassment by a third party (e.g. customer or contractor) in the employment context.
- Victimisation - Subjecting a person to a detriment because of their involvement with proceedings (a complaint) brought in connection with this Act.
- Discrimination arising from disability - Treating someone unfavourably because of something connected with their disability and failure to make reasonable adjustments.
- Pregnancy/maternity related discrimination - Unfavourable treatment because of pregnancy or maternity.
- Discrimination by association or perception - For example, discriminating against someone because they "look gay", or because they have a gay brother; discriminating against someone because they care for a disabled relative.

### Promoting Equality

At Anglolang, we will take steps to advance equality of opportunity, foster good relations and eliminate discrimination or harassment across all the protected characteristics and others

- We will take reasonable and necessary steps to meet staff and students' 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 all the activities of the school. We will make reasonable adjustments to ensure the school environment and its activities are as accessible and welcoming as possible for pupils, staff and visitors to the school.
- We will actively encourage positive attitudes towards students and staff and expect everyone to treat others with dignity and respect.
- We will consider the ways in which the taught and wider curricula will help to promote awareness of the rights of individuals and develop the skills of participation and responsible action.
- We will consider the ways in which our teaching and the curriculum provision will, promote common values, and help students understand and value the diversity that surrounds them, and challenge prejudice and stereotyping.
- We will ensure the curriculum is accessible, as far as is reasonably possible, to students with special educational needs and disabilities (SEND).
- Bullying and Prejudice Related Incidents will be carefully monitored and dealt with effectively.
- We expect that all staff will be role-models for equal opportunities, deal with bullying and discriminatory incidents and be able to identify and challenge prejudice and stereotyping.
- We will regularly review our accessibility plans and equality policy.
- We will ensure that all staff are aware of their legal duties under the Equality Act 2010, the different forms of discrimination and what 'reasonable adjustments' mean in practice.
- When drawing up policies, we will ensure a policy does not, even inadvertently, disadvantage groups of students or staff with protected characteristics.

## **Responsibilities**

### The Principal

- has overall and final responsibility for equality.

### The Vice Principal

- will make all staff aware of their responsibilities and provide training as appropriate to enable them to effectively deliver this policy
- will take appropriate action in any case of actual or potential discrimination
- will ensure that all staff and students are aware of the process for reporting and following up bullying and prejudice-related incidents

### All Staff

- will enact this policy and their responsibilities associated with the policy
- will deal with bullying and discriminatory incidents and know how to identify and challenge prejudice and stereotyping
- will promote equality and good relations and not discriminate on any grounds
- will attend such training as deemed necessary to enact this policy
- will be models of equality through their words and actions

### Students

- will refrain from engaging in discriminatory behaviour or any other behaviour that contravenes this policy

#### Group Leaders

- will be aware of, and comply with, the school's equality policy
- will promote equality and good relations and not discriminate on any grounds
- will attend such training as deemed necessary to enact this policy
- will refrain from engaging in discriminatory behaviour or any other behaviour that contravenes this policy

#### Visitors

- will be aware of, and comply with, the school's equality policy
- will refrain from engaging in discriminatory behaviour or any other behaviour that contravenes this policy while on school premises