



## 1. Introduction

- 1.1 We understand the principle of the act and the work needed to ensure that those with protected characteristics are not discriminated against and are given equality of opportunity. Every three years, we will review our objectives in relation to any changes in our school profile and pupil cohort.

## 2. Aims & Scope of Policy

- 2.1 As a school we welcome our legal duties under the Equality Act 2010. The general duties are to:

- eliminate discrimination,
- advance equality of opportunity
- foster good relations

We understand the principle of the act and the work needed to ensure that those with protected characteristics are not discriminated against and are given equality and opportunity.

- 2.2 A protected characteristic under the act covers the groups listed below:

- age (for employees only),
- disability
- race (includes ethnic or national origins, colour or nationality)
- gender (including issues of transgender)
- gender reassignment
- maternity and pregnancy
- religion and belief (includes lack of belief)
- sexual identity
- Marriage and Civil Partnership (for employees)

- 2.3 In order to meet our general duties, listed above, the law requires us to do some specific duties to demonstrate how we meet the general duties. These are to:

- Publish equality Information – to demonstrate compliance with the general duty across its functions (**We will not publish any information that can specifically identify any child**)
- Prepare and publish equality objectives

- 2.4 To do this we will collect data related to the protected characteristics above and analyse this data to determine our focus for our equality objectives. The data will be assessed across our core provisions as a school. This will include the following functions:

- Admissions
- Attendance
- Attainment
- Exclusions
- Prejudice related incidents

- 2.5 Our objectives will detail how we will ensure equality is applied to the services listed above however where we find evidence that other functions have a significant impact on any particular group we will include work in this area.

- 2.6 We also welcome our duty under the Education and Inspections Act 2006 to promote community cohesion.

- 2.7 We recognise that these duties reflect international human rights standards as expressed in the UN Convention on the Rights of the Child, the UN Convention on the Rights of People with Disabilities, and the Human Rights Act 1998.

- 2.8 In fulfilling our legal obligations we will:

- Recognise and respect diversity

- Foster positive attitudes and relationships, and a shared sense of belonging
- Observe good equalities practice, including staff recruitment, retention and development.
- Aim to reduce and remove existing inequalities and barriers.
- Consult and involve widely
- Strive to ensure that society will benefit

### 3. Our Mission Statement

**A team, overcoming all barriers to learning, to develop young people to their fullest potential as they travel through their journey with us.**

### 4. Our School Values

4.1 North Ridge Community School subscribes to the beliefs that children and young people have a right to:

- Be safe and be healthy.
- Experience enjoyment and achievement as they grow.
- Have the opportunity and encouragement to contribute to the society in which they live.
- And the prospect of economic stability, an income and a decent place to live.

4.2 North Ridge Community School Values

- **Safe:** We will always act to ensure that our community is a place where our young people can learn, explore and be exposed to measured risk in a way that places their welfare as the top priority at all time.
- **Happy:** We will be positive and engaged in all that we do and create a happy, positive learning environment and culture.
- **Unique:** We will see every member of our community and their identity as an individual and strive to meet their needs in unique and creative ways.
- **Inspiring:** Through our timeless commitment to inclusion we want to inspire our young people to live full and happy lives built on the skills they learn with us.
- **Aspiring:** We want the very best for our young people now and in the future and we use our safe, happy, unique and inspiring values to aim for the very best progress in all aspects of development.

### 5. Our Aims

- To prepare pupils well for each successive stage of their development and to benefit from those experiences, opportunities and responsibilities that help build maximum independence in adult life.
- To provide a curriculum that is broad and balanced and also appropriate to the physical, emotional, developmental, social and spiritual needs of the individual.
- To provide an environment that is safe yet stimulating, supportive and yet promotes independence and has strong community values whilst recognising the individual's need for autonomy.
- To provide an education which discourages prejudice, discrimination and unequal opportunity based on such things as race, religion, class, sexuality or disability.
- To enable pupils to participate in mainstream experiences and to build a relationship with mainstream schools so that at every suitable opportunity, and wherever appropriate, awareness of the wider world is encouraged.
- To work holistically with other children's services, both within and outside the school, to benefit the whole child and its family.

## 6. Addressing Prejudice Related Incidents

6.1 This school is opposed to all forms of prejudice and we recognise that children and young people who experience any form of prejudice related discrimination may fair less well in the education system. We provide both our pupils and staff with an awareness of the impact of prejudice in order to prevent any incidents. If incidents still occur we address them immediately and report them to the Local Authority using their guidance material. The Local Authority may provide some support.

## 7. Responsibility

7.1 We believe that promoting Equality is the whole schools responsibility:

**We will ensure that the whole school community is aware of the Single Equality Policy and our published equality information and equality objectives by publishing them on the schools website.**

School Community	Responsibility
Governing Body	Involving and engaging the whole school community in identifying and understanding equality barriers and in the setting of objectives to address these.
Headteacher	As above including: Promoting key messages to staff, parents and pupils about equality and what is expected of them and can be expected from the school in carrying out its day to day duties. Ensure that staff have appropriate skills to deliver equality, including pupil awareness. Ensure that all staff are aware of their responsibility to record and report prejudice related incidents.
Senior Management Team	To support the Head as above Ensure fair treatment and access to services and opportunities. Ensure that all staff are aware of their responsibility to record and report prejudice related incidents.
Teaching Staff	Help in delivering the right outcomes for pupils. Uphold the commitment made to pupils and parents/carers on how they can be expected to be treated. Design and deliver an inclusive curriculum Ensure that you are aware of your responsibility to record and report prejudice related incidents.
Support Staff	Support the school and the governing body in delivering a fair and equitable service to all stakeholders Uphold the commitment made by the head teacher/principal on how pupils and parents/carers can be expected to be treated Support colleagues within the school community Ensure that you are aware of your responsibility to record and report prejudice related incidents
Parents or Carers	Take an active part in identifying barriers for the school community and in informing the governing body of actions that can be taken to eradicate these Take an active role in supporting and challenging the school to achieve the commitment given to the school community in tackling inequality and achieving equality of opportunity for all.

We believe that promoting Equality is the whole school's responsibility.

Pupils	Support the school to achieve the commitment made to tackling inequality. Uphold the commitment made by the head teacher on how pupils and parents/carers, staff and the wider school community can be expected to be treated.
Local Community Members	Take an active part in identifying barriers for the school community and in informing the governing body of actions that can be taken to eradicate these Take an active role in supporting and challenging the school to achieve the commitment made to the school community in tackling inequality and achieving equality of opportunity for all.

## 8. Equality Objectives for 2016 – 2019

- To raise the attainment of all our pupils
- To increase understanding between religious groups
- To cater for the needs of pupils from specific groups e.g. GTR (Gypsy, Traveller, Romany), EAL (English as an additional language), VI (visually impaired), HI (hearing impaired) and wheelchair users
- To ensure additional support is in place to improve the learning outcomes of pupils receiving the Pupil Premium Grant.

## 9. Complaints

9.1 Complaints with regard to this policy will be dealt with via the schools complaints procedure, a copy of which is available from the school office.

9.2 For further guidance please contact The Strategy & Performance Unit on 01302 862533, email: [equalities@doncaster.gov.uk](mailto:equalities@doncaster.gov.uk).