



**KINGSTONE ACADEMY TRUST  
APPROVED POLICY DOCUMENT**

<b>Equality Policy</b>	
<b>Relevant School/s:</b>	<b>KHS and KTPS</b>
<b>Policy Officer:</b>	<b>Sally Spreckley</b>
<b>Approval:</b>	<b>Delegated</b>
<b>Date of Review:</b>	<b>September 2014</b>
<b>Next Review:</b>	<b>September 2018 (or in light of legislative change)</b>
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# Equality Policy

*Kingstone Academy Trust is committed to a policy of equal opportunities for all governors, staff and students, and applicants, and shall adhere to such a policy at all times to avoid unlawful or undesirable discrimination.*

## 1. Introduction and Context

Kingstone Academy Trust recognises that we may encounter attitudes towards ability, sex, sexual orientation and race that we will need to address.

We will work to counter all discriminatory practices so that pupils have the opportunity to emerge as open-minded individuals who are capable of judging people and circumstances rationally and not holding stereo-typical or prejudiced views.

All staff, both teaching and non-teaching, have a role to play both inside and outside the classroom.

All staff shall endeavour to enable all pupils to develop their interests and it is recognised that all pupils should have access to similar experiences as part of their entitlement.

## 2. Definition

Equality does not necessarily mean treating all children 'equally' or every child achieving 'the same'. Some will need special, or different, levels of support or challenge. For teachers, this means planning for effective learning for all pupils - irrespective of disability, heritage, special educational needs, social group, gender, physical or emotional needs, race or culture.

The Equality Act 2010 replaced all previous equality legislation such as the Race Relations Act, Disability Discrimination Act and Sex Discrimination Act. The Equality Act 2010 provides a single, consolidated source of discrimination law, covering all the types of discrimination that are unlawful.

Schools cannot unlawfully discriminate against pupils because of their sex, race, disability, religion or belief and sexual orientation. Protection is now extended to pupils who are pregnant or undergoing gender reassignment. (Exceptions to the discrimination provisions for schools– such as the content of the curriculum, collective worship and admissions to single-sex schools and schools of a religious character, are all replicated in the new act.)

## 3. Aims

To overcome potential barriers to equality Kingstone Academy Trust will take into consideration the following specific needs of children, and how these might affect children's approaches to learning:

- SEN (e.g. Asperger Syndrome, Dyslexia, Dyspraxia, Attention Deficit Hyperactive Disorder (ADHD), general learning difficulties etc)
- difficulties with communication, language and literacy
- behaviour difficulties
- physical impairment
- emotional difficulties
- English as an additional language (EAL)
- race and ethnicity

- religious belief
- gender issues
- social background
- ability.

Kingstone Academy Trust will be aware of what children bring to their learning, from home and their prior experiences. They need to ensure that children from different cultures, with different religions and worldviews, have full access to the curriculum. They need to ensure that their cultures are reflected in the classroom environment, and that no child is inhibited in their learning because of gender.

**Kingstone Academy Trust is committed to promoting understanding of the principles and practices of equality and justice by adhering to the following principles:**

- promoting equality of opportunity for all persons irrespective of sex, ability or ethnic origin;
- promoting a good and harmonious working environment in which all persons are treated with respect;
- preventing occurrences of unlawful direct discrimination, indirect discrimination, harassment and victimisation;
- fulfilling all our legal obligations under the Equalities Act
- complying with our own equal opportunities policy and associated policies;
- taking lawful affirmative or positive action, where appropriate; and regarding all breaches of equal opportunities policy as inappropriate conduct which could lead to the implementation of the Behaviour Policy or the Disciplinary Policy
- equipping students with an awareness of our diverse society and an appreciation of the value of difference.
- demonstrating that discrimination on the basis of colour, culture, origin, sex or ability is not acceptable.
- showing respect for, and appreciation of, one another as individuals.
- providing for all pupils according to their needs,

Awareness amongst both students and staff of discriminatory remarks or behaviour is seen as an essential element in promoting equality of opportunity.

#### **4. Actions and Responsibilities**

##### **4.1 The Governing body will ensure that:**

The Governing Body has specific responsibility for the effective implementation and review of this policy. The Governing Body will ensure that those who are involved in assessing candidates for recruitment, training or promotion will use non-discriminatory selection techniques.

##### **4.2 In order to implement this policy the *Executive Headteacher and/or the Head of Primary* will:**

- communicate the policy to staff students and visitors;
- ensure that adequate resources are made available to fulfil the objectives of the policy.
- follow this policy when advising prospective parents and admitting pupils.

4.2 All **staff** are expected to;

- be aware of possible cultural assumptions and bias within their own attitudes.
- ensure that all pupils have equal access to all subject areas and will challenge stereotypes of subject and gender.
- regard all subjects as of equal worth and should not seek to influence pupils by suggesting that one subject is more worthwhile than another

## 5. Monitoring and Review

Kingstone Academy Trust will establish appropriate information and monitoring systems to assist the effective implementation of our equalities policy. The effectiveness of the equalities policy will be reviewed regularly and action taken as necessary to amend the policy.

## 6. Notes to the Policy

This policy is aligned with the Kingstone Academy Trust Admissions Policy; Accessibility Policy; KAT Policy for Supporting Pupils with Medical Conditions, Behaviour for Learning Policy and Staff Disciplinary Policy and Code of Conduct. The Race Equality Policy is Appendix 1 to this policy.

Staff or students who believe that they have suffered any form of discrimination, harassment or victimisation are entitled to raise the matter through the agreed procedures. All complaints of discrimination will be dealt with seriously, promptly and confidentially.

***Date written: July 2012***

***Date established by governing body: September 2012***

***Date for full implementation: September 2012***

***Reviewed: September 2014***

***Date for Review: September 2018 (or in light of legislative change)***

## Appendix 1 Race Equality Policy

### 1. Introduction and Context

Kingstone Academy Trust is opposed to all forms of racism, including those forms directed against individuals and groups on the grounds of their colour, racial group, ethnic, cultural or national origins, traveller and refugee status, and asylum seekers

By law, schools must have and maintain a written Race Equality Policy. The Equality Act 2010 replaced all previous equality legislation such as the Race Relations Act, Disability Discrimination Act and Sex Discrimination Act. The Equality Act 2010 provides a single, consolidated source of discrimination law, covering all the types of discrimination that are unlawful.

We recognise and welcome the legal duties contained in the Equality Act 2010. The Race Equality Policy applies across all other policy areas

We recognise the complex and sensitive nature of ethnic group data, and respect the rights of individuals to define their own ethnic group and to choose whether or not to disclose information about their ethnic group. We will also ensure that information about an individual's ethnic group is treated in confidence and strictly for the purpose of monitoring the operation and impact of the race equality policy. Ethnic group information will be recorded on the basis of each individual's self-identification. Such information will be treated as sensitive and confidential, and its collection and use will comply with the provisions of the Data Protection Act 1998.

We recognise that some individuals may be reluctant to record their ethnic group and others may refuse to do so. That is their right. No attempt will be made to lobby individuals to provide the ethnic group data to the school; or to amend the ethnic group as recorded by an individual pupil/parent or members of staff; or to classify the ethnic group of individuals where they have failed or refused to do so.

### 2. Definition

**'A racist incident is any incident which is perceived to be racist by the victim or any other person'. *Stephen Lawrence Inquiry***

Racial harassment has two elements as defined by the Commission for Racial Equality:

- Violence which may be verbal or physical, and which includes attacks on persons as well as on property, suffered by individuals or groups because of their race, nationality, colour or ethnicity, when a victim believes that the perpetrator was acting on racial grounds and/or there is evidence of racism.
- Interference with the peace or comfort or safety of any person on the grounds of their race, nationality, colour or ethnicity. This includes incidents of racist graffiti and the use of offensive gestures.

### 3. Aims

In order to realise its commitment to race equality, we will take all steps necessary to:

- promote equality of opportunity;
- promote good relations between persons of different racial groups; and

- eliminate unlawful racial discrimination.

In particular, we will seek to:

- Prevent unlawful discrimination from occurring.
- Challenge racist attitudes and behaviour whenever they occur.
- Provide a safe environment for all pupils and staff.
- Promote racial tolerance and understanding.
- Raise awareness of diversity of cultures, backgrounds, faiths and beliefs, and to welcome this diversity.
- Ensure that all Kingstone Academy Trust policies take account of racial equality.
- To deal promptly with any incidents of racism, including prejudice and stereotyping. Kingstone Academy Trust will implement their behaviour management procedures utilising the format identified in the LA 'Dealing with Racial Harassment' Guidelines for Schools.
- Encourage pupils to report any incident of racial discrimination by promoting a supportive atmosphere of openness and confidence whereby pupils and staff know that such reports will be dealt with appropriately.
- Offer support to any child/adult subjected to racist behaviour.
- Promote equality of all pupils irrespective of race, nationality, colour or ethnicity by ensuring that all pupils are entitled to the same high standard of education and that methods and the organisation of teaching are inclusive of all pupils.
- Promote equality of all staff, both teaching and non-teaching irrespective of race, nationality, colour or ethnicity.

### **3.1 This policy covers all aspects of the work of Kingstone Academy Trust, including:**

#### **Staff**

- recruitment and retention;
- pay and rewards;
- training and professional development;
- performance management;
- consultation and involvement;
- grievance and disciplinary matters.

#### **Pupils**

- admissions and attendance;
- teaching, learning and curriculum matters;
- progress, attainment and assessment;
- personal development and pastoral care;
- behaviour, discipline and exclusions;
- racial harassment.

#### **Other Bodies**

- governing body matters;
- parental consultation and involvement;
- collaboration with external bodies;
- contracting arrangements.

## **4. Actions and Responsibilities**

### **4.1 Responsibilities of the *Governing Body***

The Governing Body will ensure that the school complies with Race Relations legislation and that the policy and its related procedures and strategies are implemented.

Responsibility for this policy and its effective implementation rests with the governing body.

A member/committee of the governing body will be appointed to oversee the effective implementation of the race equality policy and to report on issues to the whole governing body.

#### ***The governing body will:***

- adopt and review the Race Equality Policy;
- review all other school/college policies covered within the scope of the race equality policy;
- monitor and evaluate the operation and impact of the race equality policy;
- monitor and review the race equality impact of other policies;
- provide the resources and support structures needed to ensure the effective implementation of the policy.

### **4.2 Responsibilities of the *Executive Headteacher and/or Head of Primary***

The Executive Headteacher and/or Head of Primary will implement the policy, and its related procedures and strategies, ensuring that all staff are aware of their responsibilities and are given appropriate training and support. The Executive Headteacher and/or Head of Primary will ensure that appropriate action is taken in any cases of racial discrimination.

#### ***The Executive Headteacher and/or Head of Primary Headteacher will:***

- ensure the effective implementation of the policy;
- communicate the policy and its implications to staff, pupils, parents and other bodies;
- organise the delivery of relevant training for staff;
- monitor and report on the operation of the policy;
- take any remedial actions as required.

### **4.3 Responsibilities of *all staff***

Staff will promote racial equality and good race relations. Staff will attend relevant training and keep up to date with race relations legislation. Staff will follow this policy and relevant procedures and utilise the appropriate aspects of the LA guidelines 'Dealing with Racial Harassment'.

Some staff may, from time to time, be given specific responsibilities for the implementation of aspects of the policy, such as the investigation of reported incidents of racism or racial harassment.

Staff will be consulted on the implementation of the policy through the normal procedures that apply.

### **4.4 Responsibilities of *Parents/carers and Other Persons***

All parents, visitors, contractors and any other persons are expected to comply with the race equality policy.

#### **4.5 Breaches of the Policy**

Breaches of the policy will be dealt with in accordance with the disciplinary provisions set out in the Kingstone Academy Trust policy statements and will be appropriate in relation to the individual in breach of the policy.

#### **5. Monitoring and Review**

- We will monitor, and report on, any racist incidents.
- We will undertake regular ethnic and national group monitoring of pupils and staff for the purpose of evaluating the impact of the race equality policy.
- We will develop and review our arrangements for the collection of ethnic group information to be used to monitor the operation and impact of the race equality policy.
- Race equality monitoring information will be considered by the Governing Body.

#### **6. Notes to the Policy**

- We will review the training and development needs of governors. All governors will be expected to undertake an induction programme to ensure that they are aware of the content of the race equality policy and its implications for the work of the governing body.
- The training and development needs of staff will be considered as part of the arrangements for performance management. Staff training opportunities will be funded and made available within the normal working day.