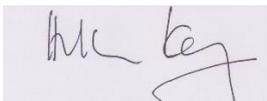




## The Flagship School Equal Opportunities Policy

Last review	May 2020
Next review	May 2021
Review frequency	Annually
APPROVED	June 2020
Name	Helen Kay
Signature	
Capacity	Chair of Trustees
Date	09/06/2020

### **Definition of the policy**

At The Flagship School measures are taken to create an inclusive culture to ensure equal educational opportunities for all our pupils and staff at all times. We do not discriminate on the basis of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation (protected characteristics) in admission or employment and in access to our educational and professional programmes and activities. We take positive action to provide equal opportunity to all pupils and staff and others using school facilities.

Promoting equal opportunities is fundamental to the aims and ethos of The Flagship School. We welcome applications from candidates with as diverse a range of backgrounds as possible. This enriches our community and is vital in preparing our pupils for today's world. We concentrate on educating the individual, to provide a comfortable and welcoming atmosphere where each individual feels valued and can flourish.

We want our school ethos and curriculum and our pupils to understand better the diversity that exists in society. We want to provide the opportunities for them to explore the subtleties and complexities in order to prevent and respond to incidents and situations. We will address the needs of the victim, bystanders, the perpetrator and the wider school community through our actions and responses.remove

## **LEGAL AND STATUTORY REQUIREMENTS**

Schools have a legal duty to uphold the law on equal opportunities for pupils and staff alike.

We welcome our duties under the Equality Act 2010 to eliminate discrimination, advance equality of opportunity and foster good relations among all members of the school community and particularly with respect to protected characteristics.

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

We recognise these duties are essential for achieving the five outcomes of the Every Child Matters framework, and that they 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.

The DfE has published advice for school staff and governing bodies in 'The Equality Act 2010 and Schools' published in May 2014 and details are at [https://www.gov.uk/government/uploads/system/uploads/attachment\\_data/file/315587/Equality\\_Act\\_Advice\\_Final.pdf](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/315587/Equality_Act_Advice_Final.pdf) .

### **Definitions of discrimination**

- Unlawful direct discrimination is when a person is treated less favourably than others in comparable circumstances, because of a special characteristic such as age, gender, disability, or race or any other protected characteristic.
- Indirect discrimination occurs when a provision, criterion or practice is applied equally to all, but has a different impact on members of one or more protected groups, of which the complainant is one, and is placed at a disadvantage as a result.
- Victimisation is unlawful, which is treating a person less favourably because they have taken action in respect of discrimination e.g. by bringing a complaint or giving evidence for a colleague.
- Harassment is also unlawful and is when there is unwanted conduct which violates a person's dignity or creates an intimidating, hostile, degrading, humiliating or offensive environment for them, on the grounds of one of the relevant characteristics, eg race or gender etc.

### **Aims**

#### **General**

- We expect that all pupils will have the opportunity to achieve their full potential and be motivated to succeed, secure in the knowledge of their own worth
- We expect pupils and staff to treat each other with complete respect and dignity at all times
- We recognise the need to prepare our pupils for life in a diverse society where they exercise respect and understanding for everyone

### **Code of Conduct**

All staff play an active role in monitoring the implementation of the School's policy on equal opportunities. Use is made of assemblies, PSHE, RE, Drama, English and other lessons to:

- Promote tolerance of each other and respect for each other's position within the school community
- Promote positive images and role models to avoid prejudice and raise awareness of related issues
- Foster an open-minded approach and encourage pupils to recognise the contributions made by different cultures
- Understand why and how we will deal with offensive language and behaviour
- Understand why we will deal with any incidents promptly and in a sensitive manner

Harassment in all its forms is unlawful and unacceptable and our Behaviour and Anti-bullying policies contain clear procedures for dealing with unlawful discrimination. All our staff receive anti-discrimination training and equal opportunities training during regular INSET and this also covers the DfE guidance. However, a successful equal opportunities policy also requires strong and positive support from parents, Trustees and guardians, and full acceptance of the School's ethos of tolerance and respect.

### **Monitoring**

The Principal monitors its equal opportunities policy regularly and reports to the Trustees annually in order to ensure its effectiveness. As part of that process, the School completes the DfE census returns as required. The Principal ensures that the Senior Leadership team and Trustees will be informed of changes to this policy as they occur.

This policy will be supported by appropriate training where required.

Guiding principles In fulfilling the legal obligations cited above, we are guided by six principles:

Principle 1: All learners are of equal value. We see all learners and potential learners, and their parents and carers, as of equal value, whether or not they have a protected characteristic.

Principle 2: We recognise and respect diversity.

Principle 3: We foster positive attitudes and relationships, and a shared sense of cohesion and belonging.

Principle 4: We observe good equalities practice in staff recruitment, retention and development.

Principle 5: We aim to reduce and remove inequalities and barriers that may already exist.

Principle 6: We aim to consult and involve the school community.

Treating people equally (Principle 1 above) does not necessarily involve treating them all the same. Our policies, procedures and activities must not discriminate, but nevertheless do take account of differences.

### **Implementation**

In order to translate the above policy into action, we will:

#### General

- Ensure that we comply with all relevant legislation
- Communicate our commitment to equality and diversity to all members of the school community, for example through our website
- Inform all staff, pupils and Trustees of their responsibilities in promoting and maintaining equality
- Set up mechanisms for monitoring, evaluation and review

#### Curriculum

The curriculum will display a discriminatory free approach to teaching and learning throughout the school.

Departments will present opportunities for promoting cultural diversity within subjects.

#### Gender equality

We will work towards improving standards of attainment and achievement for all our pupils.  
We will actively promote equality of opportunity between men and women (and girls and boys.)

#### Race equality

We will actively promote race equality and good race relations across school activity.

#### Disability equality

We will promote equality of opportunity between disabled and other people and take steps to meet disabled people's needs.

We will maintain a strategic approach to ensuring that the school is a welcoming and accessible environment for all. See also Accessibility Plan

#### Extra-Curricular Activities

The school will endeavour to provide a wide range of activities which appeal to the interests of all pupils.

#### Employment

The school will comply with the law regarding equal opportunities and employment.

New staff will be made aware of the policy and be welcome to contribute to its development.

Advertising will state that we are an equal opportunities employer and we will appoint the best candidate for the job.

#### **Requests for variation in school uniform**

We do not select for entry on the basis of religious belief, and we welcome pupils of all faiths and offer the opportunity for pupils to practise their own faiths. However, parents should be aware that all pupils are required to wear a uniform until Year 11.

The Principal will consider written requests from parents for variations in the uniform on religious grounds that are consistent with the school's ethos and safety.

#### **Complaints**

We hope that you and your child do not have any complaints about the operation of our equal opportunities policy; but copies of the School's complaints procedure can be sent to you on request.

*This policy is due to be reviewed by the Trustees and again by the Principal in May 2021*