

Name of Policy: Equalities Policy

Date of Policy: April 2021

Member of Staff responsible: Rebecca Chapman

Review date: April 2025

Signature: _____ **Chair of Governors**

Date Approved: _____

Equalities Policy

Equality Objectives

At Clover Leys Spencer Academy, we are committed to meeting the public sector equality duties (PSED). The Public Sector Equality Duty requires our school to monitor our policies and procedures and to publish information about equalities in our school. We follow and revise our Equality Action Plan (2021-2025), continually review and seek to improve our provision regularly.

The new General Duty replaces the three existing public sector equality duties for disability, race and gender. It covers all protected characteristics and has three main aims requiring public bodies to have due regard to the need for:

1. Eliminate discrimination, harassment, victimisation and other conduct that is prohibited under the Equality Act 2010.
2. Advance equality of opportunity between persons who share a protected characteristic and persons who do not share it.
3. Foster good relations between persons who share a protected characteristic and persons who do not share it.

Protected Characteristics

The Equality Act 2010 states that it is unlawful to discriminate against people with the following protected characteristics. This applies to the whole school community:

- Age (staff)
- Disability
- Gender

- Gender identity and reassignment
- Pregnancy and maternity
- Race (ethnicity)
- Religion and belief
- Sexual Orientation
- Marriage and Civil Partnership (Staff)

Equality at Clover Leys Spencer Academy

We believe that equality at our school should permeate all aspects of school life and that it is the responsibility of every member of the school and wider community. Everyone within our school community should feel safe and secure, they should feel valued and of equal worth, these include:

- Children and young people
- All staff employed at the school
- Students on placement
- Staff from across other Trust Schools
- Parents/carer
- Governors
- Agency staff
- Contractors working at our school
- External agencies whose staff are working with our school, including Health, Social Care, Special Needs support and agencies such as the Department for Education, Ofsted and Challenge Partner colleagues.
- All visitors to the school

We implement accessibility plans which are aimed at:

- Increasing the extent to which disabled pupils can participate in the curriculum.
- Improving the environment, both inside and out, to enable disabled pupils to take better advantage of all we have to offer, both educationally and pastorally.
- Continuing to develop the accessibility of information for disabled pupils

The Trust, governing body and school are committed to a policy of equality and aims to ensure that no employee, job applicant, pupil or other member of the school community is treated less favourably on grounds of sex, race, colour, ethnic or national origin, marital status, age, sexual orientation, disability or religious belief.

Any behaviour, comments or attitudes that undermine or threaten an individual's self-esteem on these grounds will not be tolerated. We aim to provide equal access to high quality educational opportunities and to ensure that everyone feels that they are a valued member of the school community. We seek to provide a safe and happy environment where all can flourish and where physical and cultural diversity is celebrated. All members of the school community are responsible for promoting the school's Equality Policy and Action Plan and are obliged to respect and act in accordance with this policy. Additionally, we

have a duty to publish our equality objectives and these are set out in our Equality Action Plan below, together with details of how we plan to achieve them:

Equality Action Plan 2021-2025

Equality Action Plan 2021 - 2025							
Objective	Action(s)	Led by	Resources	Start date	Review date	Success Criteria	Monitoring Outcomes
To promote the children's understanding and respect for difference	<p>Identify opportunities in the curriculum to promote understanding of the protected characteristics e.g. other cultures, other countries, famous people from ethnic minorities, religious festivals, disabilities.</p> <p>Use PSHE to explore equality within the context of school, the wider community, the UK and the world.</p> <p>Use assemblies to explore themes around equality and diversity</p> <p>Use community events to celebrate diversity and equality</p>	RC	Books Videos	Sept 21	Sept 22	<p>More community events which celebrate different families, cultures, beliefs and religions</p> <p>Children have increased access to lessons and assemblies which recognise and celebrate equality and diversity</p>	
To further enhance staff awareness and understanding of equality and diversity	Provide specific training for all staff around the themes of equality and diversity	RC	Equality Trainer £250	Sept 21	Sept 22	All staff have an enhanced understanding of equality and diversity and have the confidence to deliver key lessons	

Objective	Action(s)	Led by	Resources	Start date	Review date	Success Criteria	Monitoring Outcomes
To engage with local communities and partner schools	<p>Establish greater links with inner city Derby Schools; including visits</p> <p>Visit different places of worship in Derby City and invite people from these places of worship in to school</p> <p>Events at Old People's Home</p>	RC	Transport	Sept 21	Sept 22	Children to have greater understanding and awareness of social and cultural differences both locally and in different countries	
To diminish the difference between different groups of children in school	<p>Analysis of data, discussion in termly Pupil Progress Meetings</p> <p>Provision is put in place for children with specific needs who have barriers to learning e.g. EAL, SEND, PP</p>	RC	Specific resources for individual children	Sept 21	Sept 21	Diminishing attainment gap between different groups of children	