

# PERRYFIELDS HIGH SCHOOL

*"Together We Achieve Excellence"*



## Equality Policy

Title: Equality			
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# Perryfields High School

## Equality Policy

Perryfields High School is a co-educational Community Secondary School for students aged 11 - 19 years. We have a Sixth Form Centre at Perryfields with students studying a range of GCSE and 'A' level courses.

### **School Philosophy, Aims and Objectives**

The ethos of Perryfields High School is that of a caring and positive place of learning where rules and standards are seen to be in the best interests of all. The school exists to provide students with a safe and happy environment in which they are recognised as individuals and are encouraged to grow and develop in all areas to the best of their abilities, a learning environment which is lively and stimulating and which promotes equal access to the curriculum for all students.

Each student is encouraged to have a sense of personal responsibility towards themselves, others and the world in which we live.

The school welcomes and encourages the close involvement of parents and other members of the community in all aspects of school life.

The school will strive to build a strong partnership between staff, students, parents, governors, the local education authority and other interested groups in order to provide the best education possible for each youngster at Perryfields High. This is encapsulated in our mission statement 'Together We Achieve Excellence'.

### **Aims**

At Perryfields High School we aim to promote the intellectual, personal, social and physical development of all our students, of all abilities and backgrounds.

To further our aims we have the following objectives:

- to provide a broad and balanced curriculum which is relevant to the students needs, abilities and interests;
- to encourage students to develop as fully as possible those abilities, interests and aptitudes;
- to promote and use e-learning and new technologies;
- to develop a positive self-image, self-respect and respect for others;
- to promote a healthy lifestyle;
- to prepare students for the world of work, citizenship and for life in a diverse society;
- to encourage each individual within our school community to strive for 'personal excellence' in everything they do.

## **Policy Aims**

This policy will assist the school in ensuring that:

- All students, regardless of race, gender or disability, make similar rates of progress towards their stated target grades/levels.
- All students are able to access all school facilities and curriculum.
- All students and staff feel free of discrimination, harassment or victimisation on the grounds of any protected characteristics.
- The school promotes diversity of background as a factor that ensures community cohesion.
- The school promotes equality as an issue that concerns us all.

Whilst this policy is mainly for students, this policy will be adopted by all staff, parents and governors.

## **Protected Characteristics**

It is unlawful for anyone to discriminate against someone by treating them less favourably because of the following protected characteristics:-

- Sex
- Race
- Disability
- Religion or Belief
- Sexual Orientation
- Gender Reassignment
- Age

## **Leadership and Management and Governance**

We believe it is important that the commitment to equality is not just a “paper exercise”, but is seen as integral to the way in which we operate in practice. To this end, we adopt the following practices:

The Governors will ensure that:

- The school complies with its statutory duty to avoid discrimination and promote equality for students, staff and others using school facilities.
- The governing body is responsible for adopting this policy and for subsequent reviews.
- The governing body will maintain an overview of implementation of the policy and race equality. This has been and will be a regular item at governors meetings.

The Head Teacher will ensure that:

- The Equality policy is readily available and actively promoted.
- All staff understand their responsibilities and receive appropriate support and training if necessary.
- The policy and its procedures are followed.

Member of the Senior Leadership Team responsible for Equality will ensure that:

- Practice in School supports the vision of the school and the procedures outlined in this policy.
- Appropriate training is undertaken in order to support staff in carrying out their responsibilities.
- Staff, Governors, parents and students are all kept up to date with any new information relating to this policy.

All staff will ensure that:

- They have read the policy and understand their responsibilities.
- They promote the core values outlined in this policy.

The views of parents are actively sought and welcomed. We believe we work in partnership with them to secure the best education for all students.

## **Behaviour, Discipline and Exclusion**

The school's procedures for disciplining students and managing behaviour are fair and applied equally to all.

All staff operate consistent systems of rewards and discipline.

Exclusions and attendance are monitored and action is taken in order to reduce gaps between different groups of students.

Students, staff and parents are aware of procedures for dealing with harassment. They know that any language or behaviour which is racist, sexist, homophobic or potentially damaging to any group is always unacceptable.

## **Procedures**

- A member of Senior Leadership Team will be identified as the lead professional for Equality.
- The school will not discriminate in the employment (including recruitment, terms and conditions, promotions, transfers, dismissals, training and employment practices such as dress codes and disciplinary procedures) of staff on grounds of any of the protected characteristics( (listed above). With regards to disability, the school will make sure reasonable adjustments as are necessary to prevent a disabled person being at a substantial disadvantage in comparison with people who are not disabled in regards to employment, are implemented.
- The school will not discriminate against students seeking admissions or with regards to how students are treated, on grounds of sex, race, disability, religion or belief. This includes discrimination in provision of teaching or allocating the students to certain classes, applying different standards of behaviour, dress and appearance, excluding students or subjecting them to any other detriments and conferring benefits, facilities or services.
- The curriculum will be used to promote equality of opportunity and to promote good relations between persons of a different race, gender and disability.
- All racist incidents will be recorded and reported to Full Governors and to the Local Authority every term. The reports will detail the incident, the action taken by the school and the response by all those involved.
- Equality will be covered every three months by the Governors Performance and Standards Committee.