

Blackfen School for Girls



Equalities Duties for Schools Policy

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Chair of Governors: Mr S Fitz-Gerald

	Date	Name	Signature
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The Equality Act 2010 replaces all of the previous anti-discrimination acts and regulations which went before it and brings all of the requirements together in one place.

Under this Act schools have two duties

Schools have a general duty to

- a) **eliminate** discrimination, harassment and victimisation on the basis of any of the protected characteristics
- b) **advance** equality of opportunity between people who share a relevant protected characteristic and persons who do not share it
- c) **foster good relations** between people who share a relevant protected characteristic and persons who do not share it.

They also have a specific duty

- to **publish information** which shows how they are meeting their general duty (outlined above). This must be updated annually
- to **prepare and publish** one or more specific and measurable objectives in pursuit of the duties above (to be reviewed every four years)

The following are protected characteristics

- Age
- Disability
- Ethnicity and race
- Gender
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Religion and belief
- Sexual identity and orientation

Blackfen School Statement on Equality

Blackfen School is committed to equality both as an employer and a service-provider. We aim to make sure that no-one experiences harassment, less favourable treatment or discrimination because of their age, any disability they may have, their ethnicity, colour or national origin, their gender, their gender identity or reassignment, their marital or civil partnership status, being pregnant or having recently had a baby, their religion or beliefs, their sexual identity and orientation.

We are committed to

- Ensuring that everyone is treated fairly and with respect.
- Making our school a safe, secure and stimulating place for everyone.
- Consulting and involving people from different groups in our decisions, for example, through talking to students and parents/carers and through our School Council.
- Recognising that people have different needs and that promoting equality will involve addressing those needs rather than treating everyone the same.

We welcome the emphasis in the Ofsted inspection framework on the requirement for leaders to promote equality of opportunity and diversity, resulting in a positive school culture, working together to prevent discriminatory behaviour.

We welcome our duty under the Equality Act 2010 which requires us to publish information that demonstrates that we have due regard for the need to:

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- Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Equality Act 2010
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it
- Foster good relations between people who share a protected characteristic and people who do not share it.

This statement meets our specific duty to publish information every year which sets out how we are doing this.

Please also see our Accessibility Plan which can be found here on the Blackfen School Website

Part 1: How we are meeting our equality duty to advancing equality, eliminate discrimination and foster good relationships

The information and data provided shows that we give careful consideration to advancing equality in everything that we do and the steps we are taking to eliminate discrimination, harassment and victimisation and other conduct that is prohibited by the Equality Act 2010

Training

The Student Welfare Team have had extensive LGBT training to cascade through school in assemblies.

Head of Politics, Philosophy and Enterprise trains staff as part of CPD.

Record keeping and monitoring

We keep an accurate record, when possible and appropriate, of the protected characteristics of our students and employees.

We keep a record of prejudice related incidents and bullying.

We keep a record of exclusions

Policies which particularly contribute to the promotion of equality

School Behaviour Policy

Anti-bullying and harassment (this includes cyber-bullying and prejudice based bullying)

Special Educational Needs Information Statement

Complaints Procedure - sets out how we deal with complaints relating to our school.

Employee resolution policy

ICT & E-safety Policy

Teaching and Learning Policy

Relationship and Sex Education Policy

Staff Code of Conduct

Staff Appraisal and Capability Policy

Curriculum

Is highly positive, offering memorable experiences and rich opportunities that contribute to students' spiritual, moral, social and cultural development.

Includes a broad range of areas of study within Citizenship and PSHE to eliminate discrimination, harassment and victimisation.

The Challenge Day programme has been developed to offer stimulating SMSC experiences to our students. It has been well received by students who have stated where the Challenge Days were linked to real world issues or encouraged students to work beyond their comfort zone they felt engaged and enjoyed them.

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This encourages children to think about the world in which they live and to broaden their understanding of others' beliefs, cultures and faiths. Promotes British Values of democracy, rule of law, individual liberty, mutual respect and tolerance of those of different faiths and beliefs.

This is evidenced by the KS4 learning projects taught as part of the GCSE Citizenship Syllabus Theme A Living in the UK, Theme B Democracy at work in the UK, Theme C Law & Justice, Theme D Power & Influence and Theme E Taking Action.

Year 10 Citizenship pupils run on an international week raising awareness of multiculturalism, globalisation and diversity. The week culminated in an International Evening where pupils, staff and the local community took part in a cultural evening packed with music, food and entertainment. All proceeds were donated to the Siragu School in Chennai.

<https://www.youtube.com/watch?v=C5XPiHPgAkc>

Engagement/consultation

- We have a vibrant School Council which represents the profile of our school population and ensures that students have a direct voice to discuss matters that relate to their concerns and overall well-being
- We have a successful strategy for engaging with our parents and carers, including those who might traditionally find working with the school difficult, which is evidenced through the management and delivery of 'Linger and Learn', the school's parent programme. The purpose of the parent programme is to generate partnerships between school staff, students and their parents/carers; to coach and guide parents regarding their understanding and support of educational principles and practice; and to seek the input of parents/carers in order to improve the quality of students' educational outcomes and future life chances.
- The parent programme supports the diversity and inclusion of all parents/carers, as well as other family members, ensuring that no family is discriminated against on grounds of race, disability, gender, religion, sexual orientation or for any other reason.
- The programme provides at least one half term's notice of a meeting or event in school, so that there is sufficient time for parents/carers to make arrangements to come into school. Requirements for special support, such as the use of a wheelchair, are actioned, on request.
- Parents receive an Information Sheet about the event they are attending which explains how the activity meets the school motto to 'raise aspirations and release potential' for all students.
- Parents complete a feedback form at the end of every event, which can also be used to inform school staff about any experience of direct or indirect discrimination. Feedback forms are reviewed by the AHT line manager and the Deputy Head teacher.

Disability

We are committed to working for the equality of people with disabilities

Please see Accessibility Plan, SEN Information statement and policy for supporting children with medical needs (see website)

We support learners with disabilities by meeting their individual needs, through meeting with parents and carers with specialists to draw up individual support plans. These needs are then cascaded to all staff who come into contact with the child to ensure their needs are fully met

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Children with disabilities are supported and enabled to take part in all school events, trips and sports days.

We use assemblies and curriculum resources to provide positive images and perceptions of people with disabilities e.g. Paralympians,

In planning any maintenance and refurbishment we consider 'general' adjustments which may be needed for students with disabilities 'generally'. e.g. extensive braille signage.

What we are doing to eliminate discrimination, promote equality of opportunity and foster good relationships

In KS3 Students participate in A Black History Month project whereby they students will have philosophical discussions about issues in the UK today to do with race, religion and identity. They will then research topics linked to different issues and create a protest song and music video of their own. Students will take part at the "Blackfen Carnival" which takes place in October every year.

Religion and belief

At Blackfen School we are committed to working for equality for people based on their religion, belief and non-belief. We respect the religious beliefs and practice of all staff, students and parents and we comply with reasonable requests relating to religious observance and practice.

What we are doing to eliminate discrimination, promote equality of opportunity and foster good relationships

The curriculum supports students to build their sense of identity and belonging, which help them flourish within their communities as citizens in a diverse society.

Blackfen school promotes inclusion for all our faith groups in all parts of the curriculum.

Visits to local places of worship and opportunities to engage with different religious and spiritual communities around us (e.g. our local Mosque, Church and Temple).

Involvement of parents and families in celebrations based on the different religions. These have included special assemblies, displays, talks and sharing experiences and customs around significant festivals including International Evening.

Sexual identity and orientation

We are committed to advancing the equality of people whatever their sexual identity or orientation and promoting good relationships among them.

What we are doing to eliminate discrimination, promote equality of opportunity and foster good relationships

The curriculum – including Diversity and Identity Education – supports all students to understand, respect and value differences in sexual orientation, gender identity and non- traditional family structures and challenges stereotypes and discrimination.

Blackfen School do not accept any homophobic, bi-phobic and transphobic

bullying/harassment/name calling on the basis of sexual identity and orientation. Students have been educated within the PSHE curriculum and assemblies. Pastoral care is in place to support students with gender identity issues and the latest DFE guidance is adhered to. There is a non- gender specific uniform policy available.