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A full version of this policy is available to staff from their subject team leader and in the staff room. For others, a copy can be obtained by writing to the Headteacher.

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Purpose, Values and Aims of Highfields School

Our Core Purpose

To be an inclusive, happy community that values every individual and inspires them to achieve their full potential.

Our Values

Inclusion, fairness and equality

Respect and tolerance

Celebration of achievement

Personal reflection, honesty and mutual trust

Care for our environment

Aims – to achieve our core purpose and values we aim to:

- Respect all students and staff as individuals
- Celebrate diversity and promote equality
- Provide appropriate levels of challenge
- Develop understanding and enjoyment of learning
- Support and encourage individuals to make a valuable contribution to society
- Be a reflective school seeking continuous improvement
- Play an active part in our community
- Nurture physical and emotional well being
- Promote a happy, safe and stable environment



1. Summary

This policy explains how we aim to listen to pupils, staff, parents and the community in achieving better outcomes for our children and young people.

2. Purpose

To interpret legislation, directives and advice under the Equality Act 2010 for students and staff within Highfields School.

3. Scope

This document applies to all students, staff, parents/carers and Governors of the school.

4. Why we have developed this Equality Policy

This Equality Policy for Highfields School includes all the protected characteristics covered under the Equality Act 2010 as well as other aspects which have the potential to discriminate against or to devalue any individuals within our community. We are further committed to the development of cohesive communities both within our school's physical boundaries and within our local, national and global environments. Our school embraces the aim of working together with others to improve children's educational and wellbeing outcomes, and notes the rights set out in the UN Convention on the Rights of the Child.

We understand the principles of the act and the work needed to ensure that those with protected characteristics are not discriminated against and are given equality of opportunity.

A protected characteristic under the act covers the groups listed below:

- age (for employees not for service provision)
- disability
- race
- sex (including issues of transgender)
- maternity and pregnancy
- religion and belief
- sexual orientation
- marriage and civil partnership (for employees)

5. Aims

5.1 Overall aims of our Equality Policy

- To eliminate discrimination, harassment and victimisation.
- To promote equality of access and opportunity within our school and within our wider community.
- To promote positive attitudes to difference and good relationships between people with different backgrounds, genders, cultures, faiths, abilities and ethnic origins.

In advancing equality of opportunity:

- we aim to remove or minimise the disadvantages suffered by people due to their



- protected characteristics
- we aim to meet the needs of people with certain protected characteristics where these are different from the needs of other people
- we encourage people with certain protected characteristics to participate in public life or in other activities where their participation is disproportionately low

In order to meet our general duties, listed above, the law requires us to do some specific duties to demonstrate how we meet the general duties, these are to:

- publish equality information - to demonstrate compliance with the general duty across its functions. **(We will not publish any information that can specifically identify any child)**
- prepare and publish equality objectives

To do this we will collect data related to the protected characteristics above and analyse this data to determine the focus for our equality objectives. The data will be assessed across our core provisions as a school. This will include the following functions:

- admissions
- attendance
- attainment and progress
- exclusions
- prejudice related incidents
- participation

Our objectives will detail how we will ensure equality is applied to the functions listed above. However, where we find evidence that other functions have a significant impact on any particular group, we will include work in this area.

We use evaluation and data collection to inform our decision making and assess the impact on equality of our decision making, policies and practices.

We also welcome our duty under the Education Act 2011 to demonstrate how the education we provide meets the needs of the range of learners at the school.

We recognise that these duties 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.

In fulfilling our legal obligations we will:

- recognise and respect diversity
- foster positive attitudes and relationships, and a shared sense of belonging
- tackle prejudice and promote understanding between people from different groups
- observe good equalities practice, including staff recruitment, retention and development, and procurement
- aim to reduce and remove existing inequalities and barriers
- consult and involve widely
- strive to ensure that the communities within, around and beyond our school will benefit
- follow guidance from Derbyshire Children's and Younger Adults Service HR on equality in recruitment, selection and employment



- use the school's complaints procedure initially to deal with any complaints under the Equality Act 2010 and for any complaint not resolved internally, use the local authority complaints procedure.

5.2 Addressing Prejudice Related Incidents

This school is opposed to all forms of prejudice and we recognise that children and young people who experience any form of prejudice related discrimination may fare less well in the education system. We provide both our learners and staff with an awareness of the impact of prejudice in order to reduce the likelihood of any incidents. If incidents occur we address them immediately and report them to the Local Authority using the online reporting system.

5.3 Breaches

Breaches to this statement will be dealt with in the same ways that breaches of other school policies are dealt with, as determined by the Headteacher and governing body.

6. Review Process

Each policy is reviewed by the lead person, Senior Leadership Group and the relevant Governors' Sub-Committee for approval before being presented to Full Governors for ratification.

We will review our objectives in relation to any changes in our school profile at least every four years.

7. Responsibilities

We believe that providing equality is the whole school's responsibility.

7.1 The Governors have responsibility for:

- designating a Governor with specific responsibility for the Equality Policy
- ensuring that any action plans are monitored through a relevant sub-committee
- supporting the Headteacher in implementing any actions necessary
- engaging with parents/carers and partner agencies about the policy
- evaluating and reviewing the policy.

7.2 The Headteacher is responsible for:

- ensuring that staff, parents/carers and pupils/students are informed about the quality Policy
- overseeing the effective implementation of the policy
- ensuring staff have access to training which helps to implement the policy
- developing partnerships with external agencies regarding the policy so that the school's actions are in line with the best advice available
- monitoring the policy and report to the Governing Body on the effectiveness of the policy
- ensuring that the Senior Leadership Team (SLT) is kept up to date with any development affecting the policy or actions arising from it.

7.3 The Senior Leadership Team are responsible for:

- having responsibility for supporting other staff in implementing this policy



- providing a lead in the dissemination of information relating to the policy with the Headteacher, provide advice/support in dealing with any incidents/issues
- assisting in implementing reviews of this policy.

7.4 Our students are responsible for:

- understanding how it relates to them, appropriate to age and ability
- acting act in accordance with the policy

7.5 Our parents/carers will:

- have access to the policy through a range of different media appropriate to their requirements
- be encouraged to actively support the policy
- be encouraged to attend any relevant meetings and activities related to the policy
- be informed of any incident related to this policy which could directly affect their child.

7.6 Our school staff are responsible for:

- being involved in the on-going development of the policy
- being fully aware of the Equality Policy and how it relates to them
- understanding that this is a whole school issue and supporting the Equality Policy
- making known any queries or training requirements.

We will ensure that the whole school community is aware of the Single Equality Policy by publishing it on the school website.

8. Monitoring, evaluation and Policy review

We will collect, study and use quantitative and qualitative data relating to the implementation of this policy, and make adjustments as appropriate. The policy will be reviewed at least every four years by the Governors' Student & Community Links sub-committee.

9. Associated Documents

8.1 Associated Policies

SEND

8.2 Appendices

Signed by:

Co-Chair of Governors _____

Headteacher _____

P E Wilkes

Date: _____

Date: _____