



CHURCHILL
SCHOOL

Equalities Policy

Aims of the School

Our Purpose

To ensure for our Community academic, social and spiritual growth.

Our Values

- **Wisdom** – we gain wisdom through learning and doing. Wisdom is knowing what to do. It is knowing right from wrong, good from bad
- **Justice** – Justice is making sure we treat others and ourselves fairly
- **Courage** – Courage is being brave when we are scared. It is being able to do something when we feel bad or fear we might fall
- **Compassion** – Compassion is caring about others. It is wanting to help those who are hurting. Compassion is showing kindness to all people
- **Hope** – Hope is knowing and wanting good things to happen. Hope is doing what we can to make good things happen
- **Respect** – Respect honours the good things that others and we do. Respect values people and things for who and what they are. Respect honours people and things of special worth
- **Responsibility** – Responsibility is taking care of the people and things that are ours. Responsibility is keeping our promises. It is doing our duty for our family, school, community and country
- **Integrity** – Integrity is being honest. It is being trustworthy. Integrity is being true to yourself and your beliefs

Strategic Objectives

- Improving learning outcomes for all
- Overcoming Learning inequalities
- Developing communications
- Changing the future of learning
- Developing a world-class workforce

Commitment

- To develop people
- To be outward looking
- To be learner focused
- To be community focused
- To enhance independent learning
- To be innovative and creative
- To develop and use new technologies

Our School in Summary

We are a school that aims to be the inspiration for the individuals within our community. We are a school at the cutting edge of education, using innovative technologies and teaching methods and constantly challenging the barriers that can prevent people from excelling. We value highly the success of every individual. The willingness to take risks, to be innovative and to be creative are attributes we wish to develop in everyone. We assert that self respect, resilience and independence are central to success and that honesty and integrity should be celebrated. We believe that everybody should feel safe, happy and enjoy a healthy life. We expect individuals to respect others and the communities in which they live. We care.

Principles

All members of the school community have a responsibility to seek to ensure that the school is free from discrimination of any kind.

Issues of equal opportunity should be part of the education of all learners. In this way we can work towards mutual respect and understanding in an increasingly interdependent world.

Our Equal Opportunity Policy is designed to help us positively promote each other's individual rights and our responsibilities towards others.

Objectives

- To promote actively equal opportunities in all areas of school life.
- To ensure that all students are given the best education regardless of ability, gender, race, culture and disability, religion or sexual orientation.
- To ensure that members of the school community know their rights, and respect the rights of others.
- To ensure that prejudice or discrimination in all its forms is actively rejected.
- To raise awareness of equal opportunities issues for all members of the school community, and through our links with the local community.
- To establish strategies to enable each individual to fulfil his/her potential to ensure equality of access to the curriculum.
- To ensure that all aspects of running the school are based on the principles of equality of opportunity.
- To make sure that this policy is used consistently by all members of the school community.

Practices

Responsibilities for Equal Opportunities

- The governing body will monitor and review the working of the policy and procedures by allocation of duties to committees of the governing body.
- The Head has responsibility for the equal opportunities policy, and for delegating tasks and responsibilities to other staff, and for ensuring that the policy is known and understood by staff, students and parents
- Each member of staff should be aware of their responsibilities within the policy.

Communication

- The policy will be communicated through the following mechanisms:
 - student reward system
 - The website
 - Staff briefings
- All staff, students and governors must be familiar with the policy and act in accordance with it.
- Success in all areas of school life should be celebrated.

- Parents will be made aware of the policy and its implications.

Ethos of the School

- Visitors and those who telephone or write to the school will be made to feel welcome.
- Positive links with the community are encouraged.
- Displays around the school will reflect positive images and the diversity of the community.
- Rules, rewards and sanctions are applied equally to all students (Expectations for Learning).
- Appropriate attitudes, language and behaviour are actively promoted.
- Procedures for dealing promptly with incidents of bullying, sexual, racial and disability discrimination are in place.
- School publications will be produced with regard to the policy.
- Planned opportunities for students to develop a practical understanding of appropriate social relationships and the rights and responsibilities of individuals will be included in the curriculum.

Access

With due reference to the resources available:-

- The learning environment should not prejudice any individual or group
- The learning environment has been designed to ensure that all students and groups can access the range of classroom activities.
- Curriculum grouping will be decided by Curriculum Team Leaders with reference to the school's Curriculum Policy and the needs of the students.
- Teachers will teach and promote equal opportunities.
- Access for those covered under the Disability Discrimination Act is secured via the Disability Action Plan

Spiritual, Moral and Cultural Needs

- The school ensures that all students have the opportunity to participate in collective worship and provision is made for those whose parent wish them to be withdrawn.
- Collective worship is well planned and encourages students to explore questions about meaning and purpose, values and beliefs and the multi-faith nature of the school within a broadly Christian framework.

Curriculum (See Curriculum Policy)

- All students will have full access to the full range of the curriculum wherever possible.
- Equal opportunity issues will be addressed directly and consistently in the taught curriculum and indirectly in the hidden curriculum.
- Equal opportunities will be taken into account in all curriculum planning and regularly reviewed at least annually.
- Ethnic minorities of the school are taken into account in all aspects of curriculum planning and whole school activities.

Resources

- Resources should be free from bias wherever possible and regularly reviewed to ensure that they are appropriate and effective.

Staff Employment (see relevant staffing policies)

- Advertisements and job specifications will carry a statement denoting that this School is an equal opportunities employer and welcomes applications for all posts from appropriately qualified persons regardless of sex, race, religion, disability or age.
- People with disabilities will be offered facilities at interview to enable them to demonstrate their suitability for employment.
- Candidates for vacant posts will be assessed against relevant criteria only e.g. skills, qualifications and experience.
- The School will keep information about the sex, ethnic background, disability and age of candidates for appointments and
- Inform the Governors Finance Committee on an annual basis.

Staff Development (see relevant policies)

- All employees have an equal chance of training, career development and promotion.
- All recruits will be offered induction training which will include reference to equal opportunities policy.
- Staff development opportunities will be monitored and presented to the Governors on an annual basis.
- People becoming disabled while in employment will be given positive help to retain their jobs or be considered for redeployment if that is necessary

Monitoring and Review

- A log of all reported breaches of the Equal Opportunities Policy is kept.
- The policy will be reviewed every two years. Changes should be reflected in the school development plan and reported to the Governing Body.
- The Leadership team will monitor the operation of this policy.

Incidents

- Strategies are in place and communicated to all staff for dealing with breaches of Equal Opportunities Policy, homophobic bullying and racist incidents will be recorded on the Racist Incident Pad.
- Breaches of the Equal Opportunities Policy should be reported using the Incidents Log and these will be treated as disciplinary issues.
- The Deputy Headteacher in charge of equal opportunities will monitor the incident log.

Other Policies

- All school policies should be constructed with regard to the issues of equal opportunities.

Review

This policy will be reviewed in line with the school's policy review programme.

<p style="text-align: center;">Author</p> <p style="text-align: center;">June McNaughton/Georgina Ellis</p>	<p style="text-align: center;">Date</p> <p style="text-align: center;">Spring Term 2013</p>	<p style="text-align: center;">Frequency of Review</p> <p style="text-align: center;">Three Yearly</p>
<p style="text-align: center;">Ratified by the Steering Group</p> <p>Date: 26 March 2013</p> <p>Signed</p>	<p style="text-align: center;">Adopted by the Governing Body</p> <p>Date: 26 June 2016</p> <p>Signed</p>	<p style="text-align: center;">Reviewed</p> <p>Date: 13 January 2016</p> <p>Signed</p>

Our Equality Objectives

Equality Objective 1

To close the achievement gap by ensuring there is *no* difference in the progress made by different groups of learners.

We have chosen this objective because:

The Equality Act 2010 introduced a single Public Sector Equality Duty, which applies to all schools, including both LA maintained and Academies. It requires that the academy must have due regard to the need to:

- Advance equality and opportunity between people who share a prohibited characteristic and people who do not share it.

Churchill Special School is a smaller than average school and we have significantly more boys than girls on roll. Approximately 40% of our students qualify for the pupil premium. 100% of our students have additional special educational needs.

We believe that social or economic background should not be a barrier to educational success and we will work tirelessly to ensure that it is not.

To achieve this objective we will:

- Have high expectations for all;
- Have clear routines for learning;
- Offer the very best quality first teaching;
- Access to evidence based interventions;
- Ensure all learning is driven by reliable student data;
- Have an unwavering focus on results and an expectation that all can succeed;
- Work to secure high levels and parental engagement.

Using the Pupil Premium effectively is a key part of our strategy for closing the gap (see our school website for details of our Pupil Premium allocation, spend and impact).

Equality Objective 2

To make sure 100% of students participate in at least three extra-curricular activities a week:

We have chosen this objective because:

The Equality Act 2010 introduced a single Public Sector Equality Duty, which applies to all schools, including both LA maintained and Academies. It requires that the academy must have due regard to the need to:

- Foster good relationships across all characteristics, between people who share a protected characteristic and people who do not share it.

We want to ensure that every child at Churchill regularly participates in at least three extra-curricular activities, this is important as our pupils are often not able to access out of school activities. Research indicates that participating in after school programmes improves the performance on measures of academic achievement. There is also evidence that there are wider benefits for low-income students in terms of attendance at school, behaviour and relationships with peers (Education Endowment Foundation). Furthermore, additional evidence exists that demonstrates the importance of secure peer-to-peer relationships to achieving academic success (Relational Schools Programmes). Extra-curricular activities have been proven to be a powerful way of achieving this.

To achieve this objective we will:

- Organise the school week so that a wide variety of enrichment sessions are available on Tuesday, Wednesday and Thursday. This offer of activities will be constantly assessed and evaluated in light of pupil need and staff expertise to offer a broad range of sporting, creative and academic opportunities.
- Encourage students to participate in a variety of tasks which enhance their development and broaden experience.

Equality Objective 3

To encourage positive relationships between all pupils, and to provide an environment in which there is no prejudice in relation to the protected characteristics listed in the Equalities Act 2010

We have chosen this objective because:

The Equality Act 2010 introduced a single Public Sector Equality Duty, which applies to all schools, including both LA maintained and Academies. It requires that the academy must have due regard to the need to:

- Foster good relationships across all characteristics, between people who share a protected characteristics and people who do not share it

We are a new school. Our pupils are diverse in their backgrounds. 85% of our school is male, and 100% have some form of Special Educational Need or Disability. Research has demonstrated that there is a clear link between bullying and poor attendance and/or Mental Health related issues. It has also shown that this can be overcome when there are clear expectations of all pupils, where the school is deliberately structured so that it is comprised of small, supportive classes that ensure each individual is known, and where pupils have opportunities to meet each other in a variety of contexts.

To achieve this objective we will:

- Ensure that all pupils are placed in small groups with a dedicated teacher
- Address equality related issues through Meeting Time discussions
- Provide a comprehensive support team to address pastoral issues
- Offer Enrichment as part of our curriculum three times a week
- Have a clear system of sanctions and rewards
- Engage with third party organisations like Stonewall to provide additional support