



Arbour Vale School

Specialist Sports College

Public Sector Equality Duty

October 2017

(Last Reviewed October 2017)

Single Equalities Scheme

At Arbour Vale School we are committed to:

- Eliminating race, disability and sex discrimination and harassment.
- Promoting equality of opportunity for all.
- Valuing all sections of the school community.
- Striving to ensure that every individual has the opportunity to achieve to the best of their ability.

Mission Statement

We are committed to ensuring that equality of opportunity is available to all members of the school community. For our School, this means not simply treating everybody the same but, understanding and tackling the different barriers which could lead to unequal outcomes for different groups of pupils in School, celebrating and valuing the equal opportunity achievements and strengths of all members of the School community.

These members of the School community include:

- Pupils
- Teaching Staff
- Support Staff
- Parents/Carers
- Governors
- Multi-agency staff linked to the School

This document is intended to work alongside the following:

- Race Policy and Action Plan.
- Disability Equality Scheme and action plan (not including Accessibility Plan).
- Gender Equality Scheme and action plan.
- Equal Opportunities Policy covering: Sexual orientation, Age, Religion or Belief.
- A strategy for promoting community cohesion.

Equality of Race, Disability and Gender is embedded within the ethos of the School. We ensure it is taking place by:

- Analysing assessments and data to check that no group is disadvantaged.
- Supporting groups and tracking individuals.
- Analysing curriculum planning, ensuring inclusion and equal subject access.
- Providing positive role models.
- Researching and developing a range of learning and teaching styles.
- Regular reviews of policies.
- Reporting to the Governing Body.

Monitoring and Review

Equality requires ongoing monitoring. The person responsible for coordinating this is the Headteacher. He/she will be responsible for:

- Providing updates on equalities legislation, arranging training and facilitating discussion during staff meetings.
- Working closely with the Governor responsible for this area.
- Supporting the evaluation activities that moderate the impact and success of the policy. In this regard we pay particular attention to pupils in vulnerable groups eg SEND, LAC, Minority Ethnic including Traveler and EAL pupils, and children entitled to Free School Meals. We focus on the following areas:
 - I. Pupils' progress and attainment
 - II. Learning and Teaching
 - III. Behaviour, discipline and exclusions
 - IV. Attendance
 - V. Admissions
 - VI. Incidents of prejudice related bullying and all forms of bullying
 - VII. Parental involvement
 - VIII. Participation in extra-curricular and extended schools activities
 - IX. Staff recruitment and retention
 - X. Visits and visitors

Our monitoring will enable us to identify any differences and take appropriate action to meet the needs of specific groups, in order to make the necessary improvements.

Information from the evaluation activities as listed above will form the basis of the key objectives that the School will set, create and action plan and monitor yearly. Information on Equality and the School's Equality Duty will be published on the school website however the data and the action plan will be available from the office.

Promoting Equality: Curriculum

1 – Learning and Teaching

We aim to provide all our pupils with the opportunity to succeed, and to reach the highest level of personal achievement. To achieve this we will ensure:

- Curriculum planning reflects a commitment to equality.
- The curriculum prepares pupils for life in a diverse society and uses opportunities to reflect the background and experience of pupils and families in School.
- There will be opportunities in the curriculum to explore concepts and issues related to identity and equality.
- The promotion of attitudes and values that challenge discriminatory behaviour and language.
- The use of non-stereotyped materials which reflect accurately a range of cultures, identities and lifestyles.
- Ensure that the PSHE and Citizenship curriculum covers issues of equalities, diversity, religion, human rights and inclusion.
- Seek to involve all parents in supporting their child's education.
- Provide educational visits, visitors and activities after school that involves all pupil groupings.

2 – Learning Environment

There is a consistently high expectation in our School of all pupils regardless of age, gender, ethnicity, ability, social background and sexual orientation. To secure the best possible outcomes we recognise that:

- Adults in the School will be expected to provide good, positive role models in their approach to all issues relating to equality of opportunity.
- It is important to identify the particular needs of individuals and groups within the School and to use targeted interventions to narrow gaps in achievement.
- It is important to place a high priority on the provision for special educational needs and disability.
- A range of teaching methods need to be used throughout the School to ensure that effective learning takes place at all stages for all pupils, and that to promote pupil engagement pupils are encouraged to be actively involved in their own learning.

3 – Promoting Equality: Ethos and Atmosphere

- At Arbour Vale School we are aware that those involved in the leadership of the School community are instrumental in demonstrating mutual respect between all members of the School community.
- There should be an atmosphere of ‘openness’ and ‘tolerance’ which welcomes everyone into the School.
- Children are encouraged to greet visitors to the School with friendliness and respect.
- The displays around the School are of a high quality and reflect diversity across all aspects of equality and are monitored half termly.
- Provision is made to cater for the cultural, moral and spiritual needs of all children through planning of assemblies and classroom based activities, and off-site activities.
- Pupils are given an effective voice (through School Council and through Pupil Perception Surveys including subject and safeguarding perceptions) which regularly seek their views.
- Positive role models are used throughout the School to ensure that different groups of pupils can see themselves reflected in the School community.
- Children throughout the school are taught about equality through the medium of PSHE, Sex and Relationships, British Values and Multi-cultural focuses.

4 – Promoting Equality: Staff Recruitment and Professional Development

- All posts are advertised formally and open to the widest pool of applicants.
- All those involved in recruitment and selection are trained and aware of what they should do to avoid discrimination and ensure good equality practice through the recruitment and selection process.
- Access to opportunities for professional development is monitored on equality grounds.
- Equalities policy and practice is covered in all staff inductions.
- All supply staff are made aware of equalities policy and practice.
- Employment policy and procedures are reviewed regularly to check conformity with legislation and impact.

5 – Promoting Equality: Countering and Challenging Harassment and Bullying

- The School counters and challenges all types of discriminatory behaviour and this is made clear to staff, pupils, parents and Governors.
- The School has a clear, agreed procedure for dealing with prejudice relating bullying incidents and has a nominated member of the staff responsible for recording and monitoring incidents (the Headteacher).
- The School reports to Governors and the LA on an annual basis of any prejudice related incidents recorded in the School. A folder is kept recording any incidents. Parents of children affected are notified.

6 – Promoting Equality: Partnerships with Parents/Carers and the Wider Community

Arbour Vale School aims to work in partnership with parents/carers. We:

- Take action to ensure parents/carers from all backgrounds are encouraged to participate in the full life of the School.
- Ensure that there are good channels of communication to ensure parents views are captured and acted upon.
- Encourage members of the local community to join in School activities and celebrations.
- Ensure that the parents/carers of newly arrived pupils e.g. EAL, Traveller or pupils with disabilities are made to feel welcome.

7 – Responsibility for the Policy

In our School, all members of the School community have a responsibility for the promotion of equalities.

The Governing Body has responsibility for ensuring that:

- The School complies with all equalities legislation relevant to the School community.
- The School's equality policy is maintained and updated regularly.
- The actions, procedures and strategies related to the policy are implemented.
- The named Equalities Governor will have an overview, on behalf of the Governing Body, on all prejudice related incidents or incidents which are a breach of the policy and ensure that appropriate action is taken in relation to these incidents.

The Headteacher has responsibility for:

- In partnership with the Governing Body, providing leadership and vision in respect of equality.
- Overseeing the implementation of the equality policy and schemes.
- Co-coordinating the activities related to equality and evaluating impact.
- Ensuring that all who enter the School are aware of, and comply with, the equalities policy.
- Ensuring that staff are aware of their responsibilities and are given relevant training and support.
- Taking appropriate action in response to racist incidents, discrimination against persons with a disability, and sexual harassment and discrimination.

All School Staff have responsibility for:

- The implementation of the School equalities policy and schemes.
- Dealing with incidents of discrimination and knowing how to identify and challenge bias and stereotyping.
- Ensuring they do not discriminate on grounds of ethnicity and culture, disability, sexual orientation or other equality issues.
- Keeping up to date with equalities legislation by attending training events organised by the School or LA or recognised training provider.

Measurement of Impact of the Policy

The equalities policy and all other relevant policies will be evaluated and monitored for the equality impact of pupils, staff, parents and carers from the different groups that make up our School.