

## Mount Charles CP School Single Equality Scheme

This Single Equality Scheme aims to:

- Set out the school's commitment to equality and diversity in one central document
- Explain our school's approach to the protected equality characteristics: race, religion or belief, sexual orientation, disability, sex, gender reassignment and pregnancy and maternity
- Explain how the school will manage, plan and include its equality and diversity policy within its day to day work.

The scheme will ensure that we focus on the outcomes that matter to our community and that we deliver them effectively and has been updated to include all areas covered by The Equality Act 2010.

We aim to address race, disability and gender considerations at strategic, policy, management and classroom level in order to improve opportunities and outcomes for pupils, staff, parents and other users of the school.

We will ensure that:

- every pupil irrespective of race, disability, gender, religion and belief or sexual orientation is able to achieve high standards and that strategies are in place to tackle under-achievement.
- every pupil has access to the necessary support required to enable them to achieve their highest potential
- that the school's procedures for disciplining pupils and managing behaviour are fair, effective and equitable.

We are committed to:

- Tackling issues related to disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation.
- Promoting equality and equality of opportunity for all.
- Creating good relationships in the school between all groups, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

We will maintain a high profile for equality issues by:

- Integrating equality issues into all our key practices
- Ensuring that the School's short, medium and long term planning contributes towards this scheme;
- Monitor and report on our progress against our action plans and on integrating equality issues
- Engaging effectively with stakeholders and local communities in delivering and monitoring this scheme.

From September 2007 we understand our duty to Promote Community Cohesion as part of the response to the duties contained in the Race Relations (Amendment) Act 2000. Our school already considers this to be a fundamental part of our role.

We understand that Community Cohesion is the process that should happen in all communities to ensure that different groups and individual people get on well together. It should also allow for new residents and existing residents to adapt to one another.

## **Race**

The School recognises that Black, Asian and Minority Ethnic [BME] people experience discrimination on the basis of colour, race, nationality, religion and ethnic origin. This discrimination manifests itself in all areas of their lives including education and access to services. Racial harassment and violence is one of the most serious consequences of racism, damaging people emotionally and physically and limiting life choices and opportunities. Our school will take all necessary measures to prevent and tackle racial harassment and assist BME people to live in freedom from harassment and to feel safe as they enjoy and achieve throughout their education

The School is committed to working for the equality of all ethnic groups. Under the duty in the Equality Act 2010, to promote racial equality we will:

1. Tackle unlawful discrimination by
  - Keeping accurate records of all ethnic and faith groups, their backgrounds and needs and how we respond to them;
  - Dealing with complaints of discrimination and harassment speedily according to Local Authority Guidance, *Guidelines for Challenging and Dealing with Racial Harassment in Schools* and notify complainants of the outcomes and action taken;
  - Encouraging dialogue between different racial groups on the appropriateness of our service offer;
  - Prevent racial discrimination promote equality of opportunity and good relations between members of different racial, cultural and religious groups.
2. Support cohesion by
  - Promoting activities that celebrate our common experience as well as those that recognise diversity generally and foster understanding and respect for the culture and faith of all our learners and their families;
  - Encouraging learners and their families of all ethnic groups to participate fully in all aspects of school life;
  - Using our support for the voluntary and community sector to promote good race relations;
  - Countering myths and misinformation that may undermine good community relations;
3. Work in partnership with Black, Asian and Minority Ethnic individuals and groups to
  - Promote the active participation of minority communities in shaping the future of our school;
  - Ensure the school staff (both permanent and temporary), learners and their families as well as our partners and the wider community fully understand the principles of good race relations.
  - Expand access across all communities and in all areas of school activity.

- Ensure the principles outlined in this policy inform short, medium and long term planning arrangements.

We aim to develop in our pupils:

- a sense of shared values.
- an understanding that they all have a responsibility to their shared future.
- mutual respect and honesty between different groups including children and teachers.
- fairness and trust.

This will be demonstrated by:

- A widely shared sense of the contribution of different communities to a shared vision.
- A strong sense of individual rights and responsibilities within the school community.
- All pupils and parents feel they are being treated fairly and have the same opportunities.
- Pupil trust that the school will act fairly.
- Strong and positive relationships.

### **Disability**

- We welcome the requirements of the Disability Equality Duty and this section sets out our commitment to meeting it. Our Scheme shows how we promote disability equality across all areas of the school and eliminate discrimination that is unlawful under the Disability Discrimination Act (1995) by:
  - Removing barriers to accessing education and the curriculum
  - Promoting positive images of disabled people
  - Challenging patronising or discriminating attitudes
  - Making the environment as safe as possible for and challenging antisocial or bullying behaviour against, or harassment of, disabled learners, staff and families
  - Providing where possible, support, assistance and care to disabled learners to enable them to lead independent lives
  - Supporting disabled learners, staff and carers according to their individual need
  - Enabling disabled learners, their families and disabled staff active participation
  - Involving disabled learners, their families and disabled staff in the changes and improvements we make

### **Gender Equality Duties including Transgender and Pregnancy and Maternity**

The School is committed to combating sex discrimination and sexism and promoting the equality of women and men.

We recognise that society has stereotypes for both women and men, and both women and men can lose opportunities because of these stereotypes.

The School is aware that staff with caring and domestic responsibilities may need to work part-time or flexible working hours.

We will work in partnership with other agencies to eliminate sexual harassment, domestic violence and other hate crimes.

The School is also committed to ensuring the rights, under the Equality Act 2010, of transgender people (who have Gender Recognition Certificates).

We welcome the requirements of the Gender Equality Duty and this section sets out our commitment to meeting the duty. We will give due regard to the need to:

- Eliminate unlawful discrimination and harassment on the grounds of gender, including domestic violence, sexual violence, bullying and exploitation.
- Promote equality of opportunity between women and men in all of our functions.

The School recognises that people can face discrimination because of attitudes in society towards the faith communities to which they belong. Faith-based hate crime has increased in recent years, developing a character that is distinct from race hate crime.

The School also recognises that a person's religious (or similar) beliefs may mean that they have different needs, demands and expectations, which require flexibility.

The School is committed to eliminating illegal discrimination and exclusion on the basis of religion or belief.

Our school recognises the need to consider the actions outlined by the Equality Act 2010 which requires us to assess the impacts of our policies, functions and procedures have on promoting equality for people based on their religion, belief and non-belief.

### **LGB**

The School is committed to combating discrimination faced by lesbians, gay men and bisexual (LGB) people. We want to ensure equality of opportunity for LGB people. We will respect the rights of individuals to be open about their sexual orientation, tackle homophobia, challenge stereotyping and improve knowledge as appropriate about LGB communities, both internally and to the community as a whole.

Our school recognises the need to protect learners from unlawful discrimination and harassment on grounds of sexual orientation as required by the Equality Act 2010. We are committed to taking a pro-active approach to preventing all forms of homophobia within the school and will assess the impacts of our policies, functions and procedures on promoting sexual orientation equality.

We will deal with complaints of discrimination and harassment speedily and according to Local Authority Guidance and notify complainants of the outcome and actions taken.

### **Bullying**

Our School states clearly that all forms of bullying and discrimination are unacceptable and will not be tolerated. We have set out the measures that our school will take to address bullying and discriminatory incidents in our Anti-Bullying Policy. We submit data regarding bullying and discriminatory incidents to the Children, Schools and Families Service through the Anti-Bullying and Harassment Consortium and Local Authority Guidance.

We record all incidents in the school log book and report half-termly to the Anti Bullying Cornwall Consortium

We ensure that all bullying and discriminatory incidents are investigated and use this information to prevent further issues.

## Employment Practices

In our School we ensure that we observe the principles of equal opportunities in how we employ, develop and treat our staff.

## Complaints

Complaints by staff will be dealt with under the Grievance or Dignity at Work Policies, as appropriate.

We take all external and internal complaints seriously and will not tolerate any form of discriminatory behaviour. Complaints about staff will be investigated using the appropriate Local Authority Procedures.

Monitoring complaints is also another way of gathering information to see whether we are meeting our equality duties. We will report annually on complaints made and action taken.

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