



Joseph Swan Academy

Equality Policy

2018 – 2019

To be reviewed September 2019

Equality Policy

At Joseph Swan Academy measures are taken to create a culture to guarantee equal educational opportunities for students and staff.

We do not discriminate on the basis of age, disability, gender, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation (protected characteristics) in admission or employment and in access to our educational and professional programmes and activities. We take positive action to provide equal opportunity to all students and staff and others using the Academy amenities.

Legal framework

1. We welcome our duties under the Equality Act 2010 to eliminate discrimination, advance equality of opportunity and foster good relations among all members of the Academy community and particularly with respect to protected characteristics.
2. We welcome our duty under the Education and Inspections Act 2006 to promote community cohesion.
3. We recognise these duties are essential for achieving the five outcomes of the Every Child Matters framework, and that they reflect international human rights standards as expressed in the UN Convention on the Rights of the Child, the UN Convention of the Rights of People with Disabilities, and the Human Rights Act 1998.

Definitions of discrimination

- Direct discrimination is when a person is treated less favourably than others in comparable circumstances, because of a special characteristic such as age, gender, disability, marriage or civil partnership, pregnancy and maternity, religion or belief, sexual orientation, race or other.
- Indirect discrimination occurs when a provision, criterion or practice is applied equally to all, but has a different impact on members of one or more protected groups, of which the complainant is one, and is placed at a disadvantage as a result.

Guiding Aims and Principles

- We see all learners and potential learners, and their parents and carers, as of equal value, whether or not they have a protected characteristic.
- We recognise and respect diversity.

- We foster positive attitudes and relationships, and a shared sense of cohesion and belonging.
- We observe good equalities practice in staff recruitment, retention and development
- We aim to reduce and remove inequalities and barriers that may already exist
- We aim to consult and involve the Academy community. Treating people equally does not necessarily involve treating them all the same. Our policies, procedures and activities must not discriminate, but nevertheless do take account of differences.
- We expect that all students will have the opportunity to achieve their full potential and be motivated to succeed, secure in the knowledge of their own worth.
- We expect students and staff to treat each other with complete respect and dignity at all times.
- We recognise the need to prepare our students for life in a diverse society where they exercise respect and understanding for everyone.

Gender equality

- We will work towards improving standards of attainment and achievement for all our students
- We will actively promote equality of opportunity between men and women (and girls and boys) and report annually on gender equality in our Academy.

Race equality

- We will actively promote race equality and good race relations across Academy activity and will report annually on race equality in our Academy.

Disability equality

- We will promote equality of opportunity between disabled and other people and take steps to meet disabled people's needs.
- We will report annually on the disability equality scheme in our Academy.

Implementation

In order to translate the above policy into action, we will:

General

- Ensure that we comply with all relevant legislation.
- Communicate our commitment to equality and diversity to all members of the Academy community, for example through our website.
- Inform all staff, students and governors of their responsibilities in promoting and maintaining equality.
- Set up mechanisms for monitoring, evaluation and review.

Curriculum

- Teaching and Learning will take an anti-discriminatory approach to the curriculum
- Departments will present opportunities for promoting cultural diversity within subjects

Environment

- All reasonable measures will be taken not to discriminate against students with protected characteristics
- Staff will be informed at the beginning, and throughout the Academy year of any particular needs of the students
- We will maintain a strategic approach to ensuring that the Academy is a welcoming and accessible environment for all.

Extra-Curricular Activities

- The Academy will endeavour to provide a wide range of activities which appeal to the interests of all students.

Employment

- The Academy will comply with the law regarding equal opportunities and employment
- New staff will be made aware of the policy and be welcome to contribute to its development
- Advertising will state that we are an equal opportunities employer and we will appoint the best candidate for the job.

Monitoring and evaluation

The impact of our policies on equality will be continuously monitored and evaluated through the Governing Body Committee structure.

This policy will be supported by appropriate training where required.