



The Earls High School

A Specialist College for the Performing Arts

EQUALITY POLICY

Vision

At The Earls High School we seek excellence for all of our students, within the context of a caring and mutually supportive partnership between school and community.

This policy will assist the school in realising this vision by guiding practice that will ensure that:

- All students, regardless of race, gender or disability, make similar rates of progress towards their stated target grades / levels
- All students are able to access all school facilities and the curriculum
- All students and staff feel free of discrimination, harassment or victimisation on the grounds of race, gender, disability or age within the school community
- The school promotes diversity of background as a factor that ensures community cohesion
- The school promotes equality as an issue that concerns us all

Practice

To realise the school's vision the following procedures will be followed annually:

1. A member of the Senior Leadership Team will be identified as the lead professional for Equality (SLT – E).
2. The school will not discriminate in the employment (including recruitment, terms and conditions, promotions, transfers, dismissals, training and employment practices such as dress codes and disciplinary procedures) of staff on grounds of gender, transsexual status, race, disability, sexual orientation, religion or belief or age. With regard to disability, the school will make such reasonable adjustments as are necessary to prevent a disabled person being at a substantial disadvantage in comparison with people who are not disabled in regards to employment.
3. SLT-E will conduct a survey of all materials used for employment purposes every two years to ensure there is no opportunity for discrimination.
4. The school will not discriminate against children seeking admission or with regard to how students are treated, on grounds of sex, race, disability, religion or belief. This includes discrimination in provision of teaching or allocating the student to certain classes, applying different standards of behaviour, dress and appearance, excluding students or subjecting them to any other detriment and conferring benefits, facilities or services.
5. The curriculum will be used to promote equality of opportunity and to promote good relations between persons of a different race, gender and disability. The diversity of background of our community will be reflected in display space around the school and displays will actively promote the strength of diversification in our community.

6. Measures will be taken to actively encourage the participation of all students in the full life of the school. Where needed (e.g. disability) extra facilities or favourable treatment will be provided to groups of students who would otherwise find participation difficult.
7. SLT-E will monitor the progress of students in Year 9 and 11 every term. Should any ethnic minority, gender based group or disability group of students not be making the expected progress towards their targets, the SLT-E will co-ordinate any required intervention programmes to support them.
8. All racist incidents will be recorded and reported to Governors and to the Local Authority every term. The reports will detail the incident, the action taken by the school and the response of all those involved.
9. A Disability Equality Scheme will be published every three years. This scheme shall show how the school intends to meet its general duty to promote disability equality across all areas of school life. The school shall report on progress annually to Governors.
10. A Gender Equality scheme will be published every three years. This scheme shall show how the school intends to meet its general duty to promote equality of opportunity between men and women. The school shall report on progress annually to Governors.

Roles and Responsibilities

The governors will ensure that:

- The school complies with its statutory duty to avoid discrimination and promote equality for students, staff and others using school facilities.

The Principal will ensure that:

- The Equality policy is readily available and actively promoted
- All staff understand their responsibilities and receive appropriate support and training if necessary
- The policy and its procedures are followed

The member of Senior Leadership Team responsible for Equality will ensure that:

1. Practice in school supports the vision and procedures outlined in this policy
2. Appropriate training is undertaken in order to support staff in carrying out their responsibilities
3. Staff, governors, parents and students are kept up to date with relevant information
4. Monitoring and assessment of the impact of this policy takes place
5. An annual report is prepared for governors outlining the action taken within the preceding year and evaluating the impact of that action

All staff will ensure that:

- They have read the policy and understand their responsibilities
- They promote the core values outlined by the policy

Monitoring and Evaluation

1. The member of the Senior Leadership Team identified as responsible for Equality will present a report to governors every year outlining the action taken within the preceding year and evaluating the impact of that action
2. Heads of Faculty and Learning Leaders will monitor teaching, learning, resources and the curriculum in their subject area to ensure they meet the aims of this policy. Equality issues will form part of their annual Faculty Evaluation Form.