



"A small school with a huge heart."

# Equality and Diversity Policy

Approved by

*Jason Millington*

Last reviewed

**September 2023**

Next review due

September 2024

At Buildwas Academy we aspire to ensure that the happiness of the whole school community is our priority. We are a fully inclusive school that promotes equality in the delivery of our service to all members of our school community irrespective of religion, race or disability. We aim to meet our obligations under the Public Sector Equalities Duty (PSED) by having due regard to the need to:

- Eliminate discrimination and other conduct that is prohibited by the Equalities Act 2010.
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it.
- Foster good relations across all characteristics – between people who share a protected characteristic and people who do not share it.

### **Legislation and guidance**

This document meets the requirements under the following legislation:

- [The Equality Act 2010](#), which introduced the Public Sector Equality Duty and protects people from discrimination
- [The Equality Act 2010 \(Specific Duties\) Regulations 2011](#), require schools to publish information to demonstrate how they are complying with the Public Sector Equality Duty and to publish equality objectives

It is also based on Department for Education (DfE) guidance: [The Equality Act 2010 and schools](#) and complies with our funding agreement and articles of association.

### **Roles and responsibilities**

The General Duty requires that every public authority should:

- Promote equality of opportunity for all pupils and adults.
- Eliminate discrimination, harassment, victimisation and other conduct that is prohibited by the Equality Act 2010.
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it.
- Foster good relations across all protected characteristics – between people who share a protected characteristic and people who do not share it.
- Promote positive attitudes towards all pupils and adults.
- Encourage and support all disabled members of our community to participate fully in school life.

The Buildwas Academy Advisory Board will ensure that all academy policies promote the equality principles detailed in this policy. In addition to this, they will ensure that the academy:

- Effectively communicates and adopts this policy throughout the academy correctly.
- Compliance with all equality legislation.
- sets equality objectives.
- Monitors and evaluates the effectiveness of the equality policy regularly, making any amendments to improve on the plan when and where necessary.
- Monitors educational outcomes, incidents of harassment and discrimination, and referrals by a range of criteria including disability.
- Observe the provisions in this policy about recruitment, selection and promotion procedures.
- Ensures that resources are allocated to the promotion of equality of opportunity.

#### The Head of School

The Head of School will ensure that this policy and its procedures are implemented and followed by all staff. They will also:

- Report back to the Advisory Board on how the plan is working and any amendments that they feel should be made, as well as feedback from staff, students and parents.
- Take appropriate action where discrimination or victimization occurs.
- Identify and investigate any patterns about exclusions and poor attendance in respect of particular groups.
- Ensure that the performance of different groups of students is monitored and evaluated so that the particular needs of different students are met.
- Provide monitoring reports for the Advisory Board to review.
- Ensure the impact of additional support on standards achieved is evaluated.

#### The Academy

Buildwas Academy is responsible for ensuring the effective implementation of the Equality Policy and dealing with unfair and/or unlawful discriminatory incidents. The academy will promote equality of opportunity and diversity opposing unlawful discrimination against any member of the academy community. All staff will:

- Be up to date and aware of their responsibilities in regard to equality within the academy.
- Engage with the academy in eliminating any discrimination and act as a good example to students.
- Promote a positive working environment.

- Report back to their managers immediately on any incidents relating to discrimination or victimization, so that these incidents can be reviewed and action taken where necessary.
- Are aware that failure to comply with this policy may be grounds for disciplinary procedures to be followed.

The school's employees will not:

- Discriminate against any member of the school.
- Treat other members of the school unfairly.

The school's employees will:

- Promote diversity and equality.
- Encourage and adopt an inclusive attitude.
- Lead by example.

### **Eliminating discrimination**

Buildwas Academy is aware of its obligations under the Equality Act 2010 and complies with non-discrimination provisions in both the delivery of our services and the employment of our staff. We will not discriminate against, harass or victimise any pupil, prospective pupil, or other member of the school community because of their:

- Age (as an employee – but not applicable to students)
- Disability
- Gender reassignment
- Marital or civil partner status
- Pregnancy or maternity
- Race, colour, nationality, ethnic or national origin
- Religion or belief
- Sex or sexual orientation
- Pregnancy or maternity

We will not tolerate any form of prejudice-related incident. Whether direct or indirect, we treat discrimination against all members of our school with the utmost severity. When an incident is reported, through a thorough reporting procedure, our school is devoted to ensuring appropriate action is taken and a resolution is put into place which is both fair and firm.

### **Advancing equality of opportunity**

As set out in the DfE guidance on the Equality Act, the school aims to advance equality of opportunity by:

- Removing or minimising disadvantages suffered by people that are connected to a particular characteristic they have.

- Taking steps to meet the particular needs of people who have a particular characteristic.
- Encouraging people who have a particular characteristic to participate fully in any activities.

The school's Equal Opportunities Policy further outlines the Buildwas Academy's policies regarding equality.

### **Fostering good relations**

Buildwas Academy aims to promote pupils' spiritual, moral, social, and cultural development, with special emphasis on promoting equality, and diversity and eradicating prejudicial incidents for pupils and staff. Our school is committed to not only eliminating discrimination but also increasing understanding and appreciation for diversity. We aim to foster good relations between those who share a protected characteristic and those who do not.

Our pupils are taught to be:

- Understanding of others
- Celebratory cultural diversity
- Eager to reach their full potential
- Inclusive
- Aware of what constitutes discriminatory behaviour

Buildwas believes that a greater level of success from pupils and staff can be achieved by realising the uniqueness of individuals. Creating a prejudice-free environment where individuals feel confident and at ease, is a commitment of the school. This environment will be achieved by:

- Being respectful.
- Always treating all members of the school community fairly.
- Developing an understanding of diversity and the benefits it can have.
- Adopting an inclusive attitude.
- Adopting an inclusive curriculum that is accessible to all.
- Encouraging compassion and open-mindedness

We are committed to having a balanced and fair curriculum. We believe that our pupils should be exposed to ideas and concepts that may challenge their understanding to help ensure that pupils learn to become more accepting and inclusive of others. Challenging and controversial concepts will be delivered in a way that prevents discrimination and instead promotes inclusive attitudes. We will:

- Promote tolerance, friendship and understanding of a range of religions and cultures through different aspects of our curriculum. This includes teaching in RE and RSE/PSHE, but also activities in other curriculum areas such as history and Modern Foreign Languages.

- Hold assemblies dealing with relevant issues. Pupils will be encouraged to take the lead in such assemblies and we will also invite external speakers to contribute.
- Work with our local community. This includes inviting leaders of local faith groups to speak at assemblies and organising school trips and activities based around the local community.

We will also respect the right of parents to withdraw their children from classes which pose conflicts with their own beliefs.

### **Employment provisions**

Equality of opportunity and non-discrimination extends to the treatment of all members of the school community. Buildwas Academy is committed to providing equality of opportunity for all and ensuring that all stages of recruitment and selection are fair. Recruitment and selection procedures will be reviewed regularly.

Where a candidate is known personally to a member of the selection panel it will be declared before shortlisting takes place. It may then be necessary to change the selection panel to ensure that there is no conflict of interest and that equal opportunities principles are adhered to.

As an employer, Buildwas Academy strives to ensure that discrimination and harassment are eliminated in our employment practice and we actively promote equality across all groups within our workforce. The academy will not discriminate against a potential employee in respect of whether to offer a job or the terms on which a job is offered. With regards to existing employees, the academy will not discriminate against an individual in respect of the benefits, facilities and services it offers including training opportunities, promotion or dismissal (including discipline and suspension). We will guarantee that no redundancy is the result of direct or indirect prejudice. All disciplinary procedures or staffing decisions are non-prejudicial, whether they result in warnings, dismissal, or any other disciplinary action. All staff appointments and promotions are made based on merit, and ability and in compliance with the law.

The academy is under a duty to make reasonable adjustments about disability for employees or potential employees and will ensure that staff with disabilities have access to appropriate support in the form of aids, adaptations and other specialist services and will make reasonable adjustments to arrangements or practices to alleviate disadvantage.

More information about our procedures relating to staff can be found in the following policies:

- Safer Recruitment Policy (within the Child Protection Policy)
- Staff Appraisal Policy

- Staff Disciplinary Policy
- Staff Code of Conduct/Induction
- Staff Grievance Policy

### **Enquiries about health and disability**

The academy will not enquire about the health of an applicant for a job until a job offer has been made unless the questions are specifically related to an intrinsic function of the work for the position that has been applied for.

In some instances, the academy may decide to ask necessary health questions after a job offer has been made to an individual. In such a situation the academy will ensure that health-related questions are targeted, necessary and relevant to the job applied for.

### **Training**

All staff will receive equal opportunities training which will include disability awareness / equality. This training will be part of staff induction as well as the CPD programme. All staff will receive appropriate training and opportunities for professional development, both as individuals and as groups or teams.

The academy will ensure that no member of staff is denied access to any form of training because of an inaccessible venue or because the provision does not account for their disability. Staff with disabilities will be actively encouraged to attend courses which will support their career progression and personal development.

### **Discipline and Suspension**

The academy is committed to ensuring that all staff are treated fairly and consistently and this is held to account through our staff appraisal discipline, conduct, and grievance policies. Staff performance will be monitored and we expect that staff will feel able to voice complaints and grievances in confidence, trusting that the academy will deal with their grievances fully, promptly, and fairly.

The academy puts great faith in all its employees and hopes never to have to discipline anyone as a result of misconduct.

## **Exemptions to the Equality Act 2010**

### **Bullying**

All forms of prejudice-motivated bullying are taken seriously and dealt with equally and firmly. The academy has an Anti-Bullying Policy and a Behaviour Policy to cover the areas that are not within the scope of the Equality Act.

### **Curriculum**

The content of the curriculum is explicitly excluded from the Act. The academy will include a full range of issues, ideas and materials in the syllabus, with the aim to expose students to thoughts and ideas of all kinds, however challenging or controversial.

In particular, the academy will ensure that:

- The delivery of the curriculum does not subject individual students to discrimination
- teaching styles, methods, language, questioning and classroom management will be inclusive and engage all students
- suitable resources will be chosen which motivate and are sensitive to different groups, cultures and backgrounds
- teaching/assessment strategies are reviewed about variations in learning and attainment
- Each subject is reviewed to ensure that teaching and learning reflect the principles in this policy

### **Religious observance**

The Act allows for academies to organise acts of worship, and celebrate religious festivals or other forms of collective religious observance. The academy respects the religious beliefs and practice of all staff, students and parents, and will comply with reasonable requests relating to religious observance and practice.

### **Uniforms**

The Act does not deal specifically with uniforms or other aspects of appearance such as hair colour, jewellery and make-up, but the general requirement not to discriminate in the treatment of students still applies.



## **Involvement and Consultation**

Buildwas Academy has undertaken a range of activities to consult with pupils, staff and members of the wider community to identify issues and priorities for improvement.

We use the following methods of communicating with our pupils about equality and diversity issues:

- RSE/PHSE and Citizenship
- RE
- Surveys

Information is also gathered from a variety of sources:

- Medical registers
- SEN register
- School performance data
- School admissions data
- Data related to participation in extracurricular and residential visits

Consultation is ongoing in order to monitor the impact of our scheme and evaluate our actions to inform future planning.

To meet our equality duty, we must monitor aspects of school life to identify whether there is any adverse impact on children. The school monitors its provision in the following areas and pays regard to:

- The role of a school as a service provider – to meet the needs of the 'customer'
- We aim to pay due regard to any parents who cannot read new communication from school including considering different fonts, font sizes/colours and paper colours
- Open evenings, and concerts – we ensure that there is access to all school activities for any pupil or adult

## Equality objectives

This scheme and the Action Plan below set out how Buildwas Academy will promote equality of opportunity for young people and adults in line with our Public Sector Equality Duty and the duties set out in the Equality Act 2010.

Aim	Outcome	Action	Milestones
Foster good relationships across all characteristics by embedding equality and diversity within our school and curriculum.	All pupils will develop an understanding of their place in our community and the cultures, races and ways of life of those people in our local community.  All staff will show an understanding of the need to include diversity within the curriculum and how to promote equality.	Equality and diversity staff training Full curriculum review Delivery of new curriculum across two years as per our two-year rolling program	<b>New curriculum offer:</b>  Embedded, Jigsaw PSHE: July 2024 Kapow Curriculum for mixed age year groups – 2-year rolling program: July 2024 & 2025 Implementation of adaptive teaching to ensure all children succeed: July 2024
Train staff and Advisory Board members on how to deal with racism and discrimination.	By July 2024, 90% of our staff and Advisory Board members will feel confident in responding effectively to racism and discrimination.	Racial Incidents and Equality Training	<b>Spring 2024 training for all staff due to staff changes in school and new LAC members</b>
Advance equality opportunity for all children. Preparing them for life in adverse society.	All pupils to understand protected characteristics, stereotypes and how and why they should be challenged.	Review the RSE/PSHE curriculum Age/ developmentally appropriate teaching and learning on protected characteristics and stereotypes Planned awareness events/ days/ assemblies	September 2023 – introduction of Jigsaw Curriculum July 2022 – Annual calendar of awareness events/ days/ assemblies July 2024- cycle one of two-year rolling program delivered July 2025 – cycle two of two-year rolling program delivered. Develop a program for personal development – July 2024

## **Monitoring and Evaluation**

Monitoring and evaluation are essential tools for measuring performance and ensuring that we as an academy are enabling and promoting equal access to all curriculum options and providing employment opportunities. This is vitally important in establishing whether or not current systems are having an adverse impact on any children or adults.

We will monitor and review the progress of the Action Plan on an annual basis. Monitoring and review of equality will similarly receive appropriate review. The impact of other school policies will be assessed by the policy authors as and when they are reviewed, as part of the school improvement cycle. External scrutiny of equality or disability issues can be undertaken at any time by inspectorates such as OfSTED. Issues relating to episodes of reported inequality will be captured and monitored.

## **Links with other policies**

Our school will not tolerate harassment of young people or adults; this also includes pupils who are carers of disabled family members or parents. This policy and action plan works in conjunction with the Academy's other policies around equality and diversity in line with their strategic objectives. This policy and the Equality Act deal with the way in which the academy treats its current and prospective staff and pupils but the relationship between one individual and another is not within its scope. This policy should therefore be read in conjunction with policies such as Accessibility Plan, Child Protection, SEN, Anti-Bullying, and Data Protection (GDPR).

Please contact us if you would like to see copies of any of our school policies or refer to the policies section of our school website