

**Equality and Diversity Policy**

**Equality and Diversity Policy Agreed at:**

**FGB 11th Feb 2021**

**Signed and Approved by:**

**Head Teacher --------------------------------------------- (Signature)**

**--------------------------------------------- (Name)**

**--------------------------------------------- (Date)**

**Chair of Committee --------------------------------------------- (Signature)**

**--------------------------------------------- (Name)**

**--------------------------------------------- (Date)**

**To Be Reviewed: September 2023**

**Designated person: J Curtis Head Teacher**

**Heaton School Equality and Diversity Policy**

Stockport Council - Children & Young People’s Directorate

Heaton School Equality and Diversity Policy

1. Context

Heaton School is a special educational needs school for children and young adults ages 11-19e. We believe that all adults and young people should have positive behaviour towards and respect for other young people and adults and believe that diversity should be celebrated. This includes freedom from bullying and harassment that may include cyberbullying and prejudice-based bullying related to special educational need, sexual orientation, sex, race, religion and belief or disability.

The legal and local framework for this policy is:

* Race Relations Act 1976 (as amended in 2000)
* Disability Discrimination Act 1995 (as amended in 2005)
* Children Act 2004
* Equality Act 2006
* Education and Inspections Act 2006
* Duty to Promote Community Cohesion, Education and Inspections Act 2006
* Stockport Diversity and Equality Policy and Comprehensive Equality Scheme

1. Aims and Values

Our school ethos states:

Heaton School is a welcoming school where everyone is valued highly and where tolerance, honesty, co- operation and mutual respect for others are fostered. We are committed to the development of the whole person within a supportive, secure and creative environment. A broad, balanced and appropriate curriculum provides equal opportunity for all pupils to maximise their potential regardless of age, gender, sexual orientation, race, colour, religion or disability. We endeavour to promote positive relationships with parents, governors and members of the wider community.

At Heaton School we aim to promote equality and tackle any form of discrimination and actively promote harmonious relations in all areas of school life. We seek to remove any barriers to access, participation, progression, attainment and achievement. We take seriously our contribution towards community cohesion.

At Heaton School we seek to:

* eliminate discrimination;
* advance equality of opportunity;
* foster good relations;
* provide a secure environment in which all our children can flourish and achieve all five outcomes of ‘Every Child Matters’ (be healthy, stay safe, enjoy and achieve, make a positive contribution & enjoy economic well-being);
* provide a learning environment where all individuals see themselves reflected and feel a sense of belonging;
* prepare children for life in a diverse society in which children are able to see their place in the local, regional, national and international community;
* include and value the contribution of all families to our understanding of equality and diversity;
* provide positive non-stereotyping information about different groups of people regardless of gender, ethnicity, disability, sexual orientation, religion and age;
* plan systematically to improve our understanding and promotion of diversity;
* actively challenge discrimination and disadvantage;
* make inclusion a thread which runs through all our activities.

To achieve these aims we will:

* involve stakeholders in the development, review, evaluation, and impact assessment of all relevant improvement plans, policies and procedures;
* publish and share our policies and impact assessments with the whole community;
* collect and analyse data to ensure all groups are progressing well and no group is subject to disadvantage;
* use all available information to set suitable learning challenges for all, respond to pupils’ diverse needs and overcome any potential barriers to learning;
* ensure that the wider school curriculum makes explicit and implicit provision to promote and celebrate diversity;
* have high expectations of behaviour which demonstrates respect to others.

1. Leadership, Management and Governance

Heaton School committed to:

* being proactive in promoting good relationships and equality of opportunity across all aspects of school life and the wider community;
* encouraging, supporting and enabling all pupils and staff to reach their potential and make a positive contribution;
* working in partnership with families, the local authority (LA) and the wider community to establish, promote and disseminate inclusive practice and tackle discrimination ensuring that our Equality & Diversity Policy is followed.

Responsibilities:

**The Governing Body**

It is the Governing Body’s responsibility to:

* ensure that the school complies with equality legislation;
* meet requirements to publish equality schemes;
* ensure that the school’s policy and its procedures and strategies are carried out and monitored with appropriate impact assessments informing future plans;
* scrutinize the recording and reporting procedures at least annually;
* follow the LA’s admissions policy, which is fair and equitable in its treatment of all groups;
* monitor attendance and take appropriate action where necessary;
* have equal opportunities in staff recruitment and professional development and membership of the Governing Body;
* provide information in appropriate, accessible formats;
* be involved in dealing with serious breaches of the policy;
* be pro-active in recruiting high-quality applicants from underrepresented groups.

**The Headteacher**

It is the headteacher’s responsibility to:

* implement the policy and its strategies and procedures;
* ensure that all staff receive appropriate and relevant continuous professional development;
* actively challenge and take appropriate action in any cases of discriminatory practice;
* deal with any reported incidents of harassment or bullying in line with LA guidance;
* ensure that all visitors and contractors are aware of, and comply with, the school’s equality and diversity policy;
* produce a report on progress for governors annually.

**All Staff**

It is the responsibility of all staff to:

* be vigilant in all areas of the school for any type of harassment and bullying;
* deal effectively with all incidents from overt name-calling to the more subtle forms of victimisation caused by perceived differences;

identify and challenge bias and stereotyping within the curriculum and in the school’s culture;

* promote equality, and good relations and not discriminate on grounds of race, gender, religion, age, disability and sexual orientation;
* promote an inclusive curriculum and whole school ethos which reflects our diverse society;
* keep up to date with equality legislation, development and issues by attending relevant training and accessing information from appropriate sources.

Breaches of the Policy

All breaches of the policy will be rigorously followed up using the appropriate procedures and reported to the Governing Body and LA as required.

1. **Policy Planning and Review**

Whilst we have a duty to develop and publish equality schemes in relation to both gender and disability, we at Heaton School are considering all aspects of diversity and equality in this comprehensive policy to be followed by a specific equality and diversity action plan in relation to access, gender and race equality covering a three- year period.

Policy planning and development

* In the planning and development stage of policy-making, we will ensure we have consulted and taken into account stakeholder views.
* All improvement plans will be designed with an element of impact assessment built in to monitor the success of each activity.
* There will be a systematic review of the impact of all policies and procedures on equality and diversity to address any areas of inequality.
* Our target-setting processes ensure appropriate, challenging targets are set in relation to identifiable groups as well as individual pupils/cohorts.

**Monitoring and Quality Assurance**

* Each pupil’s progress is monitored and tracked. The resulting data is analysed in respect of gender, race, ability or additional needs, looked-after status.
* In addition to monitoring to rule out any potential disadvantage, quality assurance procedures ensure the school meets its duty to positively promote diversity. (Eg lesson observations record evidence of differentiation and texts are reviewed to ensure appropriateness and inclusivity.)
* The data collected is used to inform further school planning, target-setting and decision-making.

**6.** **TRAINING AND DEVELOPMENT**

Appropriate training will be made available to Governors and to staff as part of their continuing professional development. The training may be courses for individuals, groups or for the whole staff/whole governing body This school will provide training outlining the main points of the Act to key staff on The Equality Act as appropriate.

The Act also protects people from harassment and victimization.

**HEATON SCHOOL EQUALITY OBJECTIVES**

**1) Access to Buildings**

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| **Timescale** | **Targets** | **Strategies** | **Who** | **Outcome** | **Timeframe** | **Success Criteria** | **Completed** |
| Short /medium term | Plan for new build  New build | * 1) improve subject specific areas to ensure full access for children in wheelchairs and improve health and safety for those with challenging behaviour. * 2) improve and increase storage areas for subject specific equipment in order to maximise classroom space. Improve storage for physical disability/medical equipment * 3) enhance disabled toilet facilities to take into account increased numbers of children | With NPS / staff / pupils | Build | September 2009 – December2010 | Building work completed | December 2010 |
| **Timescale** | **Targets** | **Strategies** | **Who** | **Outcome** | **Timeframe** | **Success Criteria** | **Completed** |
| Medium Term | 1) Automatic doors to school entrance /improve office accessibility  2) All areas within the playground fully accessible to children and support teaching and learning | Obtain costings | EAS/AMF/Governors | Improved entrance and office facilities  Improved playground facilities | 2011/12 | All works completed | To be completed October 2013 |

**Access To Curriculum**

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| **Timescale** | **Targets** | **Strategies** | **Who** | **Outcome** | **Timeframe** | **Success Criteria** | **Completed** |
| Continuous | 1. pupils with language difficulties in relation to SEN or ethnic origin.  * Students with mobility difficulties * Students with challenging behaviour | Pupils to be assessed on entry and all staff to be provided with information. A range of strategies to be used including Makaton, alternative forms of communication, PECS. Additional support provided where appropriate and  liaison with relevant outside agencies. Pupil progress monitored termly and annually  All pupils monitored by staff and outside agencies.  Equipment to facilitate access and mobility monitored by Physio and OT  A range of strategies employed. Behaviour Management Plans in place for specific pupils. | SLT, Teaching staff, TAs  SALT  SLT, Teaching staff, TAs  OT, Physio  Teaching staff/ SMT/TAs/EP/autism team | Improved skills, quality inclusion within school, all pupils able to access the curriculum  Easy access around school and the classroom  Proactive approach to behaviour management, pupils and staff in a safe and secure environment | On-going and monitored by teaching staff  On-going and monitored by teaching staff  Ongoing and monitored by teaching staff/SLT | Improved access of curriculum, improved achievement, settle more quickly into school environment  Access to all areas within school  Safe secure environment where pupils have understanding of expectations | Ongoing  ongoing |

**Equality and diversity –Race/Gender**

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| --- | --- | --- | --- | --- | --- | --- | --- |
| **Timescale** | **Targets** | **Strategies** | **Who** | **Outcome** | **Timeframe** | **Success Criteria** | **Completed** |
| Continuous | Audit resources and displays for equality and diversity | initial audit across school, then rolling programme of auditing departments | SLT/GOV | Improved range of diversity in resources and displays | Initial audit by September 2012 | All ethnic groups are recognised in resources and displays | ongoing |