



# PROSPECT SCHOOL EQUALITY POLICY 2020-21

Prospect School is committed to ensuring that all of our children are given every opportunity to achieve the highest of standards. We take account of students' varied experiences and needs. We offer a broad and balanced curriculum, and have high expectations of all children. The achievements, attitudes and well-being of all our students matter. This policy is intended to help to ensure that this school promotes the individuality of all children, irrespective of ethnicity, religion, attainment, age, disability, gender or background. The school recognises it has to make special efforts to ensure that all groups achieve including:

- Boys (and girls), men and women
- All minority ethnic groups including travellers, refugees and asylum seekers
- Students and others with special educational needs
- Students and others with a range of disabilities
- Looked After Children and their carers

The school tracks progress of individual children, termly and yearly as well as on-going tracking by teachers. Termly student progress meetings with staff pinpoint where additional support or focus is needed. Groups with common characteristics are analysed by senior staff to ensure that all groups progress at the same rate. If children fall behind, intervention programmes are swiftly implemented to fill gaps in learning and make expected progress.

## Legal Duties

As a school we welcome our duties under the Equality Act 2010. The general duties are to:

- eliminate discrimination,
- advance equality of opportunity
- foster good relations

We understand the principal of the act and the work needed to ensure that those with protected characteristics are not discriminated against and are given equality of opportunity.

A protected characteristic under the act covers the groups listed below, although the last two are not applicable to schools:

- disability
- race
- gender
- maternity and pregnancy
- religion and belief,
- sexual orientation
- gender reassignment
- Marriage and Civil Partnership (for employees)
- age (for employees not for service provision),

In order to meet our general duties, listed above, the law requires us to do some specific duties to demonstrate how we meet the general duties. These are to:

- Publish equality information - to demonstrate compliance with the general duty across its functions (*We will not publish any information that can specifically identify any child*)
- Prepare and publish equality objectives

To do this we will collect data related to the protected characteristics above and analyse this data to determine our focus for our equality objectives. The data will be assessed across our core provisions as a school. This will include the following functions:

- Admissions
- Attendance
- Attainment
- Exclusions
- Prejudice related incidents

Our objectives will detail how we will ensure equality is applied to the services listed above however where we find evidence that other functions have a significant impact on any particular group we will include work in this area.

In fulfilling our legal obligations, we will:

- Recognise and respect diversity
- Foster positive attitudes and relationships, and a shared sense of belonging
- Observe good equalities practice, including staff recruitment, retention and development
- Aim to reduce and remove existing inequalities and barriers
- Consult and involve widely
- Strive to ensure that society will benefit

### **Values and Aims Statement**

•To provide an environment which ensures the physical safety and wellbeing of our young people and where tolerance is an intrinsic part of school life.

•To provide equality of opportunity, whereby all young people will access a broad, balanced and relevant curriculum.

•To build confidence and self-belief through positive learning experiences, praise and use of reward systems.

•To provide a curriculum that maximises opportunities for young people to reach their potential, including the attainment of relevant nationally recognised accreditation.

- To equip young people with the necessary skills to become valued members of the community and have the confidence to make their own choices about their role within it.
- To equip our young people with the necessary skills, social and academic, to be as independent as their potential allows in adult life.
- To endeavour to make all learning challenging, relevant and interesting and continually involve the young people in the planning and review of their progress throughout their school career.
- To maximise communication with local schools and colleges providing a mutually beneficial and valued resource for both students and colleagues.
- To plan a smooth transition at each phase of education, ensuring individual needs are always considered.
- To establish a collaborative relationship with fellow professionals in order to enhance the provision for young people within the school.
- To establish an open door approach and maintain a partnership with parents ensuring that they have access to accurate and up-to-date knowledge of how their young person is progressing in all aspects of school life.
- To encourage a spiritual and moral ethos within the school leading our young people to develop care and consideration for themselves, others and the environment.
- To acknowledge the uniqueness of each individual young person and both listen to and value their contributions.

### **Addressing Prejudice Related Incidents**

This school is opposed to all forms of prejudice and we recognise that children and young people who experience any form of prejudice related discrimination may fair less well in the education system. We provide both our students and staff with an awareness of the impact of prejudice in order to prevent any incidents. If incidents still occur, we address them immediately and report them to the Local Authority using their guidance material. The Local Authority may provide some support.

### **Responsibility**

We believe that promoting Equality is the whole school's responsibility:

<b>School Community</b>	<b>Responsibility</b>
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School Community	Responsibility
Governing Body	Engaging the school community in identifying and understanding equality barriers and in the setting of objectives to address these. Monitoring progress towards achieving equality objectives. Publishing equality objectives.
Head teacher	As above including: Promoting key messages to staff, parents and students about equality and what is expected of them and can be expected from the school in carrying out its day to day duties. Ensuring that all school community receives adequate training to meet the need of delivering equality, including student awareness. Ensure that all staff are aware of their responsibility to record and report prejudice related incidents.
Senior Management Team	To support the Head teacher as above. Ensure fair treatment and access to services and opportunities. Ensure that all staff are aware of their responsibility to record and report prejudice related incidents.
Teaching Staff	Help in delivering the right outcomes for students, including identifying attainment shortfalls. Uphold the commitment made to students and parents/carers on how they can be expected to be treated. Design and deliver an inclusive curriculum Awareness of responsibility to record and report prejudice related incidents.
Support Staff	Support the school and the governing body in delivering a fair and equitable service to all stakeholders Uphold the commitment made by the head teacher on how students and parents/carers can be expected to be treated. Support colleagues within the school community. Awareness of responsibility to record and report prejudice related incidents.
Parents	Take an active role in supporting the school in tackling inequality and achieving equality of opportunity for all.
Students	Supporting the school to achieve the commitment made to tackling inequality. Uphold the commitment made by the head teacher on how students and parents/carers, staff and the wider school community can be expected to be treated.
Local Community Members	Take an active role in supporting the school in tackling inequality and achieving equality of opportunity for all.

**We will ensure that the school community is aware of the Equality Policy and our published equality information and equality objectives by publishing them on our school website with reminders in our school newsletter.**

**Breaches**

Breaches to this statement will be dealt with in the same ways that breaches of other school policies are dealt with, as determined by the head teacher and governing body.

**Monitor and Review**

Every three years, we will review our objectives in relation to any changes in our school profile. Our objectives will sit in our overall school improvement plan and therefore will be reviewed as part of this process.

<b>Approved by:</b>	<b>Governing Body</b>	<b>Date: October 2020</b>
<b>Last reviewed on:</b>	<b>October 2020</b>	
<b>Next review due by:</b>	<b>October 2021</b>	