

# Woodlands Academy of Learning



## Equality and Diversity Policy

(Reviewed Spring 18)

## **Equal Opportunities Statement of Commitment**

Woodlands Academy of Learning is committed to a policy of equality and aims to ensure that no employee, job applicant, pupil or other member of the school community is treated less favourably on grounds of sex, race, colour, ethnic or national origin, marital status, age, sexual orientation, disability or religious belief.

Any behaviour, comments or attitudes that undermine or threaten an individual's self-esteem on these grounds will not be tolerated.

We aim to provide equal access to high quality educational opportunities and to ensure that everyone feels that they are a valued member of the academy's community. We seek to provide a safe and happy environment where all can flourish and where cultural diversity is celebrated.

We aim to empower our pupils to make informed choices so that they are better prepared for the opportunities, responsibilities and experiences of life within their community.

Equality of opportunity cannot be realised without the involvement and commitment of all members of the academy community and a common understanding of the pivotal role of Equal Opportunities in the context of the schools' ethos and values. In particular, the recognition that the role of all staff is crucial in the delivery of the objectives of the Policy.

All members of the academy community are responsible for promoting the academy's Equality and Diversity Policy and are obliged to respect and act in accordance with the Policy.

## **Aims and Objectives**

The academy through its Equality and Diversity Policy aims to:

- Carry out its legal duty in complying with the relevant legislation (including the Sex Discrimination Act, Race Relations Act, Disability Discrimination Act and Employment Equality Regulations)
- Reinforce the academy's position as a provider of high quality education, and as a good employer providing development opportunities
- Ensure that quality remains high on the academy's strategic agenda
- Establish good people management practice and to set out a proactive agenda in which discrimination is recognised as an organisational issue which needs an organisational response
- Achieve a staffing composition that reflects the composition of the wider community
- Ensure all staff work together with a shared sense of purpose to meet the needs of every pupil

- Ensure that pupils and staff contribute towards a happy and caring environment by showing respect for, and appreciation of, one another as individuals
- Ensure that complaints or evidence of failure to comply with the academy's Equality and Diversity Policy will be dealt with promptly and fully investigated according to the relevant procedure (eg complaints relating to staff may be investigated either under the Disciplinary, Grievance or Anti-Harassment Procedure as appropriate). All forms of discrimination by any person within the academy's responsibility will be treated seriously as such behaviour is unacceptable.

## **1. The legal framework**

The Equality and Diversity Policy of Woodlands Academy of Learning has been developed in line with the following legal framework:

- UN Convention on the Rights of the Child.
- UN Convention on the Rights of Persons with Disabilities.
- Human Rights Act 1998.
- Special Educational Needs (Information) Regulations 1999.
- Education and Inspections Act 2006.
- Equality Act 2010.
- Specific Duties Regulations 2011.

## **2. Roles and responsibilities**

2.1. The Governing Body will:

- 2.1.1. Ensure that the academy complies with the appropriate equality legislation and regulations.
- 2.1.2. Meet its obligations under the Public Sector Equality Duty to publish equality objectives.
- 2.1.3. Ensure that the academy's policies and procedures are developed and implemented with appropriate equality impact assessments informing future plans.
- 2.1.4. Ensure that the recording and reporting of equality and diversity data is sufficiently scrutinised.
- 2.1.5. Ensure that the academy's Admissions Policy does not discriminate in any way.
- 2.1.6. Ensure equal opportunities in its staff recruitment and promotion practices, professional development programmes and in membership of the Governing Body.
- 2.1.7. Proactively recruit high-quality applicants from under-represented groups.
- 2.1.8. Provide information in appropriate and accessible formats.
- 2.1.9. Ensure that the necessary disciplinary measures are in place to enforce this Policy.

## 2.2. The Headteacher will:

- 2.2.1. Implement the Policy and its procedures.
- 2.2.2. Ensure that all staff members receive the appropriate equality and diversity training as part of their HR induction and continuous professional development.
- 2.2.3. Ensure that all parents, visitors and contractors are aware of and are in compliance with the provisions of this Policy.
- 2.2.4. Actively challenge and take appropriate action in any case of discriminatory practice.
- 2.2.5. Address any reported incidents of harassment or bullying in line with DfE guidance.
- 2.2.6. Produce an annual report on the progress of implementing the provisions of this Policy.

## 2.3. Employees will:

- 2.3.1. Be mindful of any incidence of harassment or bullying in the academy.
- 2.3.2. Address any minor issues of harassment or bullying in the academy and report any major breaches of the Policy to the Headteacher.
- 2.3.3. Identify and challenge bias and stereotyping within the curriculum and the academy's culture.
- 2.3.4. Promote equality and good relations, and not harass or discriminate in any way.
- 2.3.5. Monitor students' progress and academic needs to ensure the appropriate support is in place.
- 2.3.6. Keep up-to-date with equality legislation and its application by attending the appropriate training.

## 2.4. Students will:

- 2.4.1. Not discriminate or harass any other pupil or staff member
- 2.4.2. Actively encourage equality and diversity in the academy by contributing their cultural experiences and values.
- 2.4.3. Report any incidences of bullying or harassment, whether to themselves or to others, to their Teacher or to another member of the academy staff.
- 2.4.4. Abide by all the academy's equality and diversity policies, procedures and codes.

## **3. Monitoring and evaluation**

### 3.1. This Policy will be monitored and evaluated on an annual basis by the Headteacher and the Governing Body in the following ways:

- 3.1.1. Individual attainment data will be used to measure the effectiveness of this Policy on student achievement.
- 3.1.2. Equal opportunities recruitment data.
- 3.1.3. Equality impact assessments.

3.1.4. Ofsted inspection judgements on equality and diversity.

3.1.5. Incident records related to harassment and bullying.

#### **4. Dissemination**

4.1. We will take steps to communicate this Policy to the Governing Body, Headteacher and, as appropriate, students and parents, in an accessible format and on the academy website.

4.2. Annual equality objectives and outcomes will also be made available on the school/academy website.

#### **5. Enforcement**

5.1. Staff members and students who do not comply with the provisions of this Policy may be subject to the academy's disciplinary procedures.

#### **6. Appeals**

6.1. Staff members retain the right to appeal against a decision on the acceptability of their appearance using the academy's grievance procedure.