

Equality Policy

CORITANI ACADEMY



Contents

1 Overview	3
2 Objectives	3
3 Good Practice	3
4 Strategies.....	4
5 Outcomes	4
6 Equality Objectives	4
7 Document Control.....	5

1 Overview

This policy reflects the Single Equality Act 2010 which harmonises and replaces previous legislation including the Race Relations Act 1976, Disability Discrimination Act 1995, Gender Recognition Act 2004 and Sex Discrimination Act 1975. This policy therefore supersedes all previous Academy policies on Disability, Ethnicity (ie Race) and Gender.

The Single Equality Act combines the existing three duties into one new Equality Duty that covers all seven of the equality strands: age, disability, gender, gender identity, race, religion or belief and sexual orientation. In this Academy we will ensure that at every level, in all our work and throughout all aspects of the Academy community and its life, everyone will be treated equally. This Single Equality Policy summarises the Academy's approach in ensuring equality for all.

2 Objectives

To ensure that all learners have equal access to a rich, broad, balanced and relevant curriculum.

To advance equality of opportunity by ensuring that teaching, learning and the curriculum promote equality, celebrate diversity and promote community cohesion by fostering good relations.

To eliminate any discrimination, harassment and victimisation. To ensure that no-one is unfairly or illegally disadvantaged as a consequence of their age, disability, gender, gender identity, sexual orientation, colour, race, ethnic or national origin, disability or religious beliefs.

To recognize and celebrate diversity within our Academy community whilst promoting community cohesion.

To ensure that this policy is applied to all we do

To ensure that pupils and parents are fully involved in the provision made by the Academy.

To ensure that within the Academy budget, adequate funding is provided to underpin this policy and that intervention, positive and preventative action is funded where necessary.

3 Good Practice

We strive to achieve a cohesive community and expect that children respect one another and behave with respect to one another, and that their parents feel fully engaged in the Academy.

We aim to enhance a wider sense of community locally, as well as in the context of the UK and the World communities.

We support the UN Convention on the Rights of the Child, the UN Convention on the Rights of People with Disabilities, and the Human Rights Act 1998. Through our policies and actions, we undertake to ensure that every child and young person is healthy, safe, is able to enjoy and achieve in their learning experience, and is able to contribute to the wider community.

We consider it prudent and sensible to maintain the practice of logging racist incidents and reporting them to the local authority. We monitor and log incidents that discriminate against

children and young people or adults in our Academy with protected characteristics, eg homophobic bullying. We also monitor and log bullying incidents, particularly those directed towards those with special educational needs.

4 Strategies

Monitoring, evaluation and review carried out by the Leadership Team will ensure that procedures and practices within the Academy reflect the objectives of this policy.

Parents and governors will be involved and consulted about the provision being offered by the Academy.

Teachers will ensure that the teaching and learning takes account of this policy.

The diversity within our Academy and the wider community will be viewed positively by all.

Diversity will be recognised as a positive, rich resource for teaching, learning and the curriculum.

Professional development opportunities will be provided for staff to provide them with the knowledge, skills and understanding they need to meet the requirements of this policy.

Contributions will be sought from parents and others to enrich teaching, learning and the curriculum.

The positive achievements of all pupils will be celebrated and recognised.

5 Outcomes

This policy will play an important part in the educational development of individual pupils.

It will ensure that all pupils are treated equally and as favourably as others.

The Academy will make all reasonable adjustments to promote equal opportunity and equal treatment of all members of the Academy community.

We are committed to meeting the individual needs of each child and will take full account of their age, disability, gender, gender-identity, race, religion or belief and sexual orientation in accordance with the requirements of The Single Equality Act 2010

6 Equality Objectives

The Equality Act 2010 requires Academies to publish specific and measurable equality objectives. Our equality objectives are based on our analysis of data and other evidence.

Our equality objectives focus on those areas where we have agreed to take action to improve equality and tackle disadvantages.

We will regularly review the progress we are making to meet our equality objectives.

Equality objective 2019 – 2022

We actively promote values of respect and equality and work to ensure that difference and diversity is celebrated across the whole school community. We want to enable our students to become responsible citizens and to prepare them for life in the 21st Century Britain. These values reflect those that will be expected of our students by society when they leave school and enter the world of work or further study.

7 Document Control

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