



Steiner Academy Hereford

Equality Policy

1. Statement of Intent

- 1.1 We believe that the Equality Act 2010 provides a framework to support our commitment to valuing diversity, tackling discrimination, promoting equality and fostering good relationships between people. It also ensures that we continue to tackle issues of disadvantage and underachievement of different groups.
- 1.2 We recognise that these duties reflect international human rights standards as expressed in 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.
- 1.3 We are committed to promoting equality of opportunity for the benefit of everyone. It is part of our core ethos to respect and value each person as an individual human being, each with their own gifts and challenges and this is regardless of, sex, race, religion and belief, disability, sexual orientation, gender reassignment, pregnancy, and maternity. We recognise our responsibilities in preparing young people for life in our culturally diverse society and showing by example the value of respect for each other as well as self-respect. We also recognise the opportunity to demonstrate that commitment both as a community resources provider and as a local employer.
- 1.4 We are committed to supporting a learning environment that will:
 - i advance equality of opportunity between persons who share a relevant protected characteristic & those who do not;
 - ii foster good relations and understanding between members of different racial, cultural and religious groups and communities; and
 - iii challenge any kind of discrimination aiming to eliminate unlawful discrimination, harassment, victimisation or any other conduct prohibited under this Act.
- 1.5 We seek to provide a high quality education to all our pupils within a secure and caring environment.
- 1.6 We hope that all of our young people will leave us with a strong sense of self, confidence and positive memories that value their time at Steiner Academy Hereford.

2. Our aims are;

- 2.1 Our aims are defined as;
 - To provide a secure, caring and stimulating environment in which the academy and the home are partners, and in which all children will be encouraged to take account of differences and strive to remove barriers and disadvantages
 - To foster an understanding that diversity is a strength which should be respected and celebrated by all those who learn, teach and visit the school.
 - To observe good equalities practice and ensure that policies and procedures benefit all employees and potential employees in all aspects of their work, including in recruitment and in professional development.

- To advance equality of opportunity between persons who share a relevant protected characteristic & those who do not so that everyone can realise their potential as a unique individual
- To plan and deliver a broad and balanced curriculum to enable all our pupils to develop their social, intellectual and physical potential
- To ensure that all pupils become active and independent participants in the learning process and to become self-motivated and take pride in their work
- To foster moral and cultural capacities and awareness of, and respect for, the beliefs and practices of others
- To develop an awareness of self-worth in order that each individual can become a responsible and self-disciplined member of society

3. **The Legal Framework**

3.1 The Equality and Diversity Policy of Steiner Academy 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.
- Commission for Racial Equality Education Code of Practice for England and Wales
- http://www.cre.gov.uk/gdpract/ed_cop_ew.html

3.2 Reasonable Adjustments for Disabled Pupils: Guidance for Schools in England Equality and Human Rights Commission · www.equalityhumanrights.com .

4. **Roles and Responsibilities**

4.1 The Governing Body will:

- Ensure that the academy complies with the appropriate equality legislation and regulations.
- Meet its obligations under the Public Sector Equality Duty to publish equality objectives.
- Ensure that the academy's policies and procedures are developed and implemented with appropriate equality impact assessments informing future plans.
- Ensure that the recording and reporting of equality and diversity data is sufficiently scrutinised.
- Ensure that the academy's Admissions Policy does not discriminate in any way.
- Ensure equal opportunities in its staff recruitment and promotion practices, professional development programs and in membership of the Governing Body.
- Proactively recruit high-quality applicants from under-represented groups.

- Provide information in appropriate and accessible formats.
- Ensure that the necessary disciplinary measures are in place to enforce this Policy.

4.2 The Academy Principal will:

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

4.3 Staff will:

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

4.4 Students will:

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

5. Monitoring and Evaluation

5.1 This Policy will be monitored and evaluated on an annual basis by the Academy Principal and the Governing Body in the following ways:

- Individual attainment and equal opportunities recruitment data will be used to measure the effectiveness of this Policy on student achievement.
- Consideration of Ofsted inspection judgements on equality and diversity.
- Incident records related to harassment and bullying.

6. Dissemination

6.1 We will take steps to communicate this Policy to the Governing Body, Academy Principal and, as appropriate, students and parents, in an accessible format and publish it on the school's website.

6.2 Equality Objectives will also be made available on the academy website.

7. **Enforcement**

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

8. **Appeals**

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

9. **Related Documents**

9.1 The following documents are related to this policy.

- Accessibility and Disability Plan
- Vexatious Complainant
- Safer recruitment
- Academy Priority Objectives
- Behaviour Policy

Appendix 1: Equality Objectives and Outcomes

Objective	Outcome	Who	when
Ensure there is no unlawful harassment, victimisation or any other conduct that is prohibited under the equality Act of 2010	Vexatious complainants combined with Unacceptable Behaviour policy in order to safeguard staff - Implemented when appropriate	Personnel Committee	Ongoing
	Staff Code of Conduct	All staff	Updated: Annually
	CPD to include diversity / unconscious bias and understanding implicit racism courses	Relevant staff	As required
	Continuing implementation of Restorative Programme	Key staff	Ongoing
Advance equality of opportunity to recruit staff with disabilities	The Academy actively looks for ways to make reasonable adjustments so as be able recruit those with disabilities if appropriate	All ALT members trained in safer recruitment	As job opportunities arise
Ensure all pupils are treated fairly and feel safe and have equality of opportunity to progress	Use assessments and differentiation	Teaching staff	Ongoing
	Evaluation of Progress 8 data	Teaching and learning committee	Annually
	Pupil survey to check whether pupils feel safe and are fairly treated.	Classes 7-11	When required
	Recording and analysis of Pupil Premium data (FSM/SEN/) to evaluate progress of different groups.	SIMS Manager/ Vice Principal	Included in SES document
	Review available material to promote positive BEM among pupils and procure suitable educational aids.	Classes as appropriate	Ongoing
	Bullying Survey – online and paper	All pupils	Spring term
	Peer mediation Programme	Training by WL with Class 8 pupils	Service offered to all pupils
	Students with high needs have needs identified and met – using restorative circles	High needs pupils	
New PSHE Curriculum	Whole school	Spring term	
Please also refer to Academy Development Plan (ADP) 2020-21			