



SINGLE EQUALITY SCHEME (incorporating the Equality Objectives Action Plan)

1. Introduction

This policy represents the commitment of the School Leadership Team and the Governing Body to meeting the requirements of the Equality Act (2010). The policy sets out how our practice and policies will have due regard for the need to:

- Eliminate unlawful discrimination harassment and victimisation
- Advance equality of opportunity for students, staff, parents and other stakeholders
- Foster good relations between persons who share a relevant protected characteristic and those who do not.

This policy incorporates and therefore replaces previous policies related to the school's public sector equality duties such as the Disability Equality Statement, Equal Opportunities Policy, Equal Employment Opportunities Procedure and its Race Relations Policy. It therefore encompasses the following protected characteristics:

- disability
- gender
- age
- ethnicity and race
- gender identity and reassignment
- religion and belief
- sexual orientation
- pregnancy and maternity

Our Single Equality Scheme follows the Department for Education guidance on the actions that maintained schools need to take to comply with equality and diversity legislation and our definitions align with their guidance.

Most importantly the Scheme also support the school's aims as set out below

Our aim is to prepare young people to become active, caring and confident citizens who lead rewarding lives. We will do this by helping each young person to flourish within a school community which is committed to:

- *Providing outstanding learning opportunities within a broad and balanced curriculum;*
- *Creating a safe and caring environment in which every young person enjoys learning;*
- *Promoting equal opportunity for all members of our community, regardless of their ability, background or culture;*
- *Developing an awareness of our world, celebrating diversity and promoting a concern for the environment.*

We want every student who leaves Beaumont to do so with a sense of pride in their achievements, an awareness of their responsibilities and a sense of appreciation for all the opportunities they have experienced.



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2. Policy Statements

- Beaumont School values diversity in its workforce, student body and wider community and is committed to recognising the contribution made by every individual, to challenging prejudice, stereotyping and intolerance and maintaining every individual's dignity and rights.
- The school will not discriminate in the employment of staff on the basis of a protected characteristic. This includes discrimination in relation to recruitment, terms and conditions, promotions, transfers, dismissals, training and employment practices. The school will also make such reasonable adjustments as are necessary to prevent a disabled person being at a substantial disadvantage in comparison with people who are not disabled.
- The school will not discriminate against students on grounds of diversity. This includes discrimination in provision of teaching or allocating the student to certain classes, applying different standards of behaviour, dress and appearance, excluding students or subjecting them to any other detriment and conferring benefits facilities or services. The exception is where a reasonable adjustments means we are discriminating in favour of a disabled student. Our policies recognise our duty to increase the extent to which disabled students can participate in the school curriculum; and improve the environment of the school to increase the extent to which disabled students can take advantage of education and associated services.
- Any complaints of discrimination, harassment or victimisation on the grounds of diversity will be taken seriously, reviewed, recorded and if necessary progressed through the school's disciplinary procedure.

3. Responsibilities

Governors will:

- Provide leadership and drive for the development and regular review of the school's equality and other policies.
- Provide leadership and ensure the accountability of the Headteacher and senior staff for the communication and implementation of school policies.
- Highlight good practice and promote it throughout the school and wider community.
- Provide appropriate role models for all managers, staff and students.
- Ensure a consistent response to incidents, e.g. bullying cases and racist incidents.
- Ensure that the school carries out the letter and the spirit of the statutory duties

Headteachers and Senior Staff will:

- Initiate and oversee the development and regular review of equality policies and procedures.
- Consult students, staff and stakeholders in the development and review of the policies.
- Ensure the effective communication of the policies to all students, staff and stakeholders.
- Ensure that managers and staff are trained as necessary to implement the policies.



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- Oversee the effective implementation of the policies.
- Hold line managers accountable for effective policy implementation.
- Provide appropriate role models for all managers, staff and students.
- Highlight good practice from departments, individual managers, staff and students.
- Provide mechanisms for the sharing of good practice.
- Ensure a consistent response to incidents, e.g. bullying cases and racist incidents.
- Ensure that the school carries out its statutory duties effectively

Line Managers will:

- Respond to consultation requests by creating opportunities for students and staff to share their comments, suggestions and feedback, ensuring that all voices are heard.
- Implement the school's equality scheme, holding staff accountable for their behaviour and providing support and guidance as necessary.
- Be accountable for the behaviour of the staff team, individual members of staff and students.
- Use informal and formal procedures as necessary to deal with 'difficult' situations.
- Behave in accordance with the school's policies, leading by example.
- Respond appropriately to the behaviour of students and staff, as a whole, and of individuals (praising/challenging as necessary).
- Contribute to managing the implementation of the school's equality scheme.

All Staff: Teaching and Non-Teaching will:

- Contribute to consultations and reviews.
- Maintain awareness of the school's current equality policy and procedures.
- Implement the policy as it applies to staff and students.
- Behave with respect and fairness to all colleagues and students, carrying out the letter and spirit of the school's equality scheme.
- Provide a consistent response to incidents, e.g. bullying cases and racist incidents
- Contribute to the implementation of the school's equality scheme.

The following is taken from the *Home School Agreement* all Students and Parents/Carers are asked to sign on joining Beaumont:

All students will undertake to:

- Respect all members of the school community, irrespective of any protected characteristic (see page 1 above)
- Treat all members of the community with courtesy and consideration and follow the ICT code of conduct
- Support the work of the Student Leadership Team and use them to contribute [their] views and ideas
- Have the confidence to seek help if [they] have a problem



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All parents/carers will undertake to:

- Respect all members of the school community, irrespective of any protected characteristic (see page 1 above).
- Ensure my child understands the expectations of being a responsible member of the community, including how they use ICT and social media in and beyond the school.
- Attend consultation evenings and other events organised to help me support my child's progress and the work of the school where possible.
- Take part in consultation processes when requested by the school.

4. Actions to promote and monitor equality.

The following actions form part of the school's standard procedures and ensure that the school meets its equality duty to actively promote and monitor equality.

1. The school's monitoring procedures include consideration of the progress of different groups of students, including students with protected characteristics. The following reports, which include analysis by gender, ethnicity and disability are produced on an annual basis:
 - Annual Report to Governors on Examination Results (report to Full Governing Body)
 - Annual Report on Attendance (report to Community, Teaching & Learning Committee)
 - Annual Report on Behaviour (report to Community, Teaching & Learning Committee)
2. All policies are subject to Equality Impact Assessment and include an Equalities Statement.
3. The school collects information regarding incidents of harassment and bullying including those relating to racism, homophobia, disability and gender.
4. The school Accessibility Plan is reviewed every three years.
5. The school has planned opportunities within the PSHCEE curriculum to specifically consider issues surrounding equality and discrimination.
6. The school is supportive of religious observance.
7. The school will consider whether a student may be unable to participate in a school event due to a protected characteristic and make reasonable adjustment whenever possible. The school will monitor representation of different groups in school events to ensure there is no under-representation of any groups.
8. The school gains the views of parents and students on equality issues via parent and student surveys
9. The following documents support and in many cases specifically address the school's commitment to promoting equality
 - Home School Agreement
 - SEND policy
 - Accessibility Plan
 - Anti-Bullying Procedure
 - Medical conditions Policy
 - Behaviour Policy
 - SEN Information Report
 - Attendance Policy

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- Prevention of harassment and discrimination procedure
- Staff pay and performance appraisal policy

5. Publishing and Reporting Information on Equality

The Equality Scheme and the policies outlined in section 4 above are available on the school website. The School Equality Objectives will be aligned with the Plan for School Improvement and shared with staff and governors. The objectives will form an appendix to this policy and will also be published on the website. Progress on the objectives outlined in the Equalities Action Plan will be reported annually to the appropriate governors' committee.

This policy has undergone an equality impact assessment in accordance with the school's Public Sector Equality Duty under the Equality Act 2010.

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Equality Objectives	Protected Characteristic	Responsibility	Actions	Outcome	Review date
Increase awareness of issues faced by LGBT+ across the school community	Gender identity and reassignment Sexual orientation	Senior Leadership Team, led LDi working with ECI (PSHCEE coordinator)	Assemblies will address issues, such as transphobia Introduce a student-led lunchtime support group	Increased confidence amongst students to express their sexuality and gender identity	Autumn 2018
Raise whole school awareness of diversity and equality issues	All	Leadership Team, led by YPo	Whole staff INSET, led by LDi <i>et al.</i> Ensure that displays in classroom s and corridors promote diversity, in terms of race, gender and ethnicity	Greater confidence of students to express and staff to respond to diversity and equality issues	Autumn 2018