



## DRAYTON MANOR HIGH SCHOOL

### EQUALITY POLICY

Ratified by the Governing Body 25 March 2021

#### Visions and Values

Drayton Manor High School is committed to creating a nurturing educational environment which enables all students and staff to achieve their full potential in a supportive, disciplined and happy school. Drayton Manor High School recognises the value of our multi-cultural community, celebrates diversity and seeks to ensure that all students and staff respect others in the pursuit of excellence.

The school is opposed to any form of discrimination and welcomes its duties under the Equality Act 2010, including the public sector duty.

The school will use the principles set out in the Act to foster good relations, advance equality of opportunity and provide an inclusive environment for all, whilst eliminating discrimination. That applies to students, staff, Governors and parents and relates to all aspects of the school environment.

#### Legislation

The Equality Act 2010 applies to both students and staff and makes it unlawful to discriminate against anyone in connection with a protected characteristic.

A protected characteristic under the Act covers

- disability
- race
- sex (including transgender)
- gender reassignment
- maternity and pregnancy
- religion and belief
- sexual orientation
- age (for employees)
- marriage and civil partnership (for employees)

The School is opposed to any form of discrimination or harassment of others whilst in the course of their studies or employment with the school. The school takes a strict approach to any discrimination, which will be dealt with in accordance with the appropriate policy.

The school recognises that the Equality Act allows positive action to be taken in certain circumstances to alleviate disadvantage experienced by those with protected characteristics or to ensure their needs are met.

The School is committed to compliance with the public sector duty which requires public bodies to have due regard to the need to

- Eliminate discrimination and other prohibited conduct
- Advance equality of opportunity between people who share protected characteristics and people who do not share it
- Foster good relations across all characteristics between people who share protected characteristics and people who do not.

### Roles and Responsibilities

The content of this policy will be made available to all staff, Governors, students and parents on the School website.

The Headteacher will ensure the school ethos and culture promote equality and a respect for diversity, will communicate expected behaviours and act on any incidents that are inconsistent with the policy.

Staff will be expected to comply with and implement the policy, leading on respect and tolerance and support the monitoring of impact.

Students, parents and staff will be expected to comply with the policy and report any breaches.

The Governing Body will monitor and evaluate the impact of the policy and equality generally within the school environment, set an expectation of behaviours, consider the policy and the likely impact when making future plans and implement the policy.

### Monitoring and review

The School keeps a record of any prejudice related incidents **involving students and, if requested, provides a report to the appropriate authority** about the number, type and seriousness of any such incidents and details of how they were addressed.

All school policies will be assessed with regarding to equality and specifically the public sector duty at the time of review.

Implementation of the policy will be monitored within the school's self-evaluation and other review processes.

If you believe you are being discriminated against or harassed, for staff, this matter should be reported to your Line Manager or the Head Teacher and for students, this should be reported

to the Designated Safeguarding Lead or Head of Year in the first instance. The School offers all staff access to an Employee Assistance Program which provides a confidential advice helpline and for students, we have access to a range of support services.

### Related Policies

The School will ensure that the ethos of this policy is applied across a range of Drayton Manor High School's policies and procedures including;

Behaviour Policy  
Bullying Policy  
Child Protection and Safeguarding Children Policy  
Curriculum Guidance Policy  
Health and Safety Policy  
Home School Agreement  
Inclusion Policy  
Procedure for Complaints Against the School Policy  
Provider Access Policy  
Supporting Students with Medical Needs Policy  
Use of External Agencies and Speakers Policy

For Staff, the following will be applicable;

Grievance Procedure  
Disciplinary Policy  
Sickness Absence Management Policy  
Appraising Performance and Capability Policy