



SANDYE PLACE ACADEMY Equality & Diversity Policy

POLICY STATEMENT

Statement Document History

Issue	Date	Comment
1.00	24-03-2010	New version authorised by Main Board of Governors.
1.01	May 2011	Updated & Approved by Governing Body of Academy Trust
1.02	27 th June 2012	Approved by Governing Body
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1.04	June 2015	Ratified by Board of Trustees
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Introduction

The educational opportunities provided by the Sandye Place Academy are essential to the wellbeing, development and daily life of our children and their families. We know that our success depends on identifying, acknowledging and embracing these individual and unique needs, ensuring that the community is actively involved in the development and delivery of the diverse opportunities available.

POLICY STATEMENT: Sandye Place Academy is a welcoming school where everyone is valued highly and where tolerance, honesty, co-operation and mutual respect for others are fostered. We are committed to the development of the whole person within a supportive, secure and creative environment. A broad, balanced and appropriate curriculum provides equal opportunity for all pupils to maximise their potential regardless of age, sex, race, colour, religion or disability. We endeavour to promote positive relationships with parents, governors and members of the wider community.

At Sandye Place Academy we aim to promote equality and tackle any form of discrimination and actively promote harmonious relations in all areas of school life. We seek to remove any barriers to access, participation, progression, attainment and achievement. We are committed to developing equitable and appropriate education and services for all children and families, which are suited to their individual and unique needs. Sandye Place Academy seeks to build understanding, offer guidance, support and expertise as appropriate and challenge poor practice wherever we find it. We will seek coherence within our community to the benefit of all.

This policy is in line with Equality and Diversity principles and practices and the values promoted within the Academy. Sandye Place is committed to creating a working environment where everyone is treated with dignity and respect, and where each person's individuality and sense of self-worth within the workplace is maintained.



Objective

Sandye Place Academy is committed to delivering educational opportunities that effectively meet the needs of our diverse intake, so that no one is discriminated against and which ensures that provision matches need.

Equality of opportunity will be integrated into all aspects of our daily life in the Academy activities. It is a central responsibility of all governors, managers and staff, as well as partners and volunteers.

We will seek to influence our working partners, including parents, voluntary and independent organisations, and those who deliver services on our behalf, to adhere to the principles and good practice of this policy so that services are provided which are sensitive to the needs of all sections of the community we serve. Equality of opportunity will be integrated into all aspects of our daily life in the Academy activities. It is a central responsibility of all governors, managers and staff, as well as partners and volunteers.

The Equality Act 2010 protects the characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex (gender) and sexual orientation.

We expect all members of staff at Sandye Place to understand the values of the Academy, and display the types of behaviours expected.

We will provide training and development opportunities for all staff and students so that a common and coherent understanding of equality and diversity is achieved across the Academy, and all staff are clear about the actions they need to take to put this policy into practice.

We will ensure that all training and development opportunities are made equally and easily accessible to all employees, including those with disabilities.

The Academy will celebrate differences between individuals

RESPONSIBILITIES

It is the Governing Body's responsibility to:-

- Ensure that the school complies with equality legislation;
- Ensure that the school's policy and its procedures and strategies are carried out and monitored with appropriate impact assessments informing future plans;
- Scrutinize the recording and reporting procedures at least annually;
- Follow the Local Authority's admissions policy, which is fair and equitable in its treatment of all groups;
- Monitor attendance and take appropriate action where necessary;



- Have equal opportunities in staff recruitment and professional development and membership of the Governing Body;
- Provide information in appropriate, accessible formats;
- Be involved in dealing with serious breaches of the policy;
- Be aware of the desirability of selecting high quality applicants from under-represented groups whenever this is possible.
- Progress on this policy will be reported to the Governing Body annually.
- Ensure Academy promotes British values in accordance with latest guidance.

PRINCIPLES

Our activities within the Academy will be governed by the following principles:

- All individuals and groups within our communities are entitled to the same opportunities to access and benefit from what we provide.
- No individual or group will be discriminated against, or treated unfairly because of their race, ethnic origin or nationality, colour, sexual orientation, age, gender, disability, religion or belief.
- Our dealings with each other will be characterised by openness and equality, where every individual is entitled to dignity and respect.
- We will work actively to challenge and eliminate all forms of unfair discrimination, both direct and indirect, at an individual and institutional level.
- We will ensure that all policies and practices are in line with relevant legislation, and fulfil the requirements of good practice guidelines
- The services we provide will be sensitive and responsive to the needs of all sections of our community.
- Within a framework of efficient and appropriate universal provision, we will direct effort and resources to individuals and groups most excluded and at risk
- We will give the people who use the Academy, both children and their families, the opportunity to influence the way their needs are met.
- We will work to recruit a workforce which reflects the diversity of our society, and ensure that all employees feel valued for their individual contributions.
- We will monitor our practice, including employment practice, for trends within equality and diversity categories, and change our actions in the light of this knowledge.
- The Principal of the Academy and senior management will take a lead in promoting and monitoring equality and diversity across the establishment.

Monitoring & Review

This policy statement is the responsibility of the Governing Body's HR sub-committee and is authorised by the Governing Body of the Academy Trust. The attaching implementation procedures are the responsibility of the Principal but will be monitored by the HR sub-committee. The Principal will report on Equality and Diversity issues in the Principal's report.

The committee will review the policy statement as appropriate under changing circumstances and at least every three years



IMPLEMENTATION PROCEDURES & NOTES

We will put this policy into practice in the following ways :

- Equality and diversity principles and concerns will be central to the development of the Academy's Development Plan (ADP)
- As new business and delivery plans are developed, Equality Impact Assessments are undertaken, in order to identify the effects of policy and practice on different groups, and implement actions associated with these assessments.
- Those responsible for curriculum design and subject delivery are expected to ensure that their provisions are accessible and appropriate for all sectors of the Academy' community and to take positive measures to address inequality and promote equality of opportunity for all.
- All departments will monitor core provision regularly by age, disability, ethnicity and gender and use the analysis of this to influence subject development and improvement.
- The Academy will set targeted, measurable and relevant equality performance indicators for each key stage, based on the knowledge and information we gather.
- Mechanisms will be set up to access the views of those individuals and groups who might be disadvantaged or isolated, in order to inform Academy provision.
- All those involved in recruitment and selection will follow the national policy guidelines on fair and equitable employment practice
- Managers will actively promote fair, sensitive and respectful behaviours within their teams and to all their stakeholders –children and adults . All department leaders are expected to implement, monitor and actively promote this policy, including ensuring that all team members are aware of it.
- If any employee is concerned that unfair discrimination or insensitive practice is occurring they have a duty to raise it with relevant managers or through other reporting mechanisms so that appropriate action can be taken to remedy the situation
- All employees within Sandye Place Academy will be expected to undertake appropriate training on Equality and Diversity, relevant to their role and responsibilities, and this will be monitored as part of regular performance evaluations.



COMMUNICATING THE POLICY

- All Sandye Place employees will be made aware of this policy and their responsibilities in relation to it when joining the Academy and annually through the performance review process.
- In addition, positive examples which exemplify the principles of this policy will be publicised and celebrated throughout the Academy.

EMPLOYMENT

- Sandye Place Academy recognises the value of a workforce in which people with different backgrounds, heritage and life-experiences are encouraged to bring fresh ideas and perceptions, enabling us to deliver high quality and appropriate services to all members of the community.
- We will, therefore, seek to recruit, retain and train a diverse workforce, that reflects our community, at all levels of the organisation.
- We will provide a safe, secure and accessible working environment that values the identity and culture of all our employees, making sure that no one is discriminated against or treated without respect

REFERENCES

The legal and local framework for this policy is as follows:-

- Children Act 2004
- Equality Act 2010
- Education and Inspections Act 2006
- Duty to Promote Community Cohesion, Education and Inspections Act 2006