



POLICY FOR EQUALITY

**The Comenius Trust have approved
this policy for use in
Name of school: Abbot Alphege
Academy**

**This policy is being adhered to by all
schools within the MAT.
Any named persons in this policy are
outlined below:**

Name

Role

Jo Clark	SENCO
Dr. Anne Bull	Executive Headteacher



POLICY FOR EQUALITY

**The Comenius Trust have approved
this policy for use in
Name of school: Weston All Saints
Primary School**

**This policy is being adhered to by all
schools within the MAT.
Any named persons in this policy are
outlined below:**

Name

Role

Jo Clark	SENCO
Dr. Anne Bull	Executive Headteacher

THE COMENIUS TRUST

SINGLE EQUALITY POLICY

1. Introduction

- 1.1. This policy reflects the Single Equality Act 2010 which combines and harmonises all the legal requirements on equality that the private, public and voluntary sectors need to follow. The Equality Act 2010 replaces previous legislation including the Race Relations Act 1976, Disability discrimination Act 1995, Gender Recognition Act 2004 and Sex Discrimination Act 1975
- 1.2. It provides a single, consolidated source of discrimination law, covering all the types of discrimination that are unlawful. It simplifies the law by getting rid of anomalies and inconsistencies that had developed over time, and it extends protection against discrimination in certain areas.
- 1.3. This policy is a broad summary of the duties and responsibilities as they relate to Comenius Trust and of our broad approach to how we will fulfil our responsibilities. It has been drawn up after having due regard to the non-statutory guidance issued by the Department for Education for schools and academies.

2. Legal duties

- 2.1 As a trust we welcome our obligations under the Equality Act 2010 as expressed in the Public Sector Equality Duty, which requires all public sector organisations to:
 - 2.1.1 Eliminate unlawful discrimination and harassment
 - 2.1.2 Advance equality of opportunity for all
 - 2.1.3 Foster good relations between all

We understand the principles of the Act and the work needed to ensure that those with protected characteristics are not discriminated against and are given equality of opportunity.

There are nine 'protected characteristics' under the Act and they are:

- Disability
- Race
- Sex
- Gender (including reassignment)
- Maternity and pregnancy
- Religion or beliefs
- Sexual orientation
- Marriage and civil partnership (for employees)
- Age (for employees)

3. Objectives

- 3.1. To promote the health, safety, enjoyment and achievement of every member of the Comenius Trust community

- 3.2. 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.
- 3.3. to meet the individual needs of all learners, by ensuring that all learners have equal access to a rich, broad, balanced and relevant curriculum
- 3.4. to eliminate any discrimination, harassment or 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, marital or parental status or their religious belief.
- 3.5. to ensure that this policy is applied to all that the school undertakes

4. Strategy for achieving the objectives

In pursuit of the stated objectives, as a school we will:

- 4.1. Foster positive attitudes and relationships, and a shared sense of belonging by expecting that all members of the school community will treat one another with respect at all times
 - 4.2. Seek to engage parents at every appropriate opportunity in the life of the school
 - 4.3. Observe good equalities practice, with regard to any relevant guidance, as part of staff recruitment, retention, and development
 - 4.4. Strive to extend the benefits of an inclusive community within, around and beyond our school
 - 4.5. Aim to identify, reduce and remove any existing inequalities or barriers to inclusion
 - 4.6. Use the Comenius Trust's complaints procedure initially to deal with any complaints under the Equality Act 2010, should they arise
 - 4.7. Aim to remove or reduce any disadvantages arising as a direct result of protected characteristics, to meet any particular needs similarly, and to encourage participation by all people with protected characteristics in all aspects of life within the Comenius Trust.
- Tackle prejudice and promote understanding between people from different groups
 - Consult and involve widely (in relevant and proportionate to specific initiatives)

In order to meet our general duties, listed above in paragraph 1, the law requires us to fulfil some specific duties to demonstrate how we meet the general duties. These are to:

- Publish equality information but we will not publish any information that can specifically identify any child)
- Prepare and publish specific equality objectives

- Admissions (recognising that the school itself is not the admissions authority for the school)
 - Attendance
 - Attainment and progress
 - Exclusions
 - Prejudice related incidents
 - Participation
1. We will publish information and analysis related to the data listed in paragraph (6). This information and analysis will appear in reports to the Governing Body and in Governing Body minutes; reports and information published. In addition further information is available on the Ofsted website as well as on the Performance Tables website published by the Department for Education and available to all members of the public.
 2. We will periodically draw up specific objectives to assist us in our efforts to comply fully with our legal duties (as set out in paragraph 1 above). For the period 2016 -2017 our specific objectives are listed in Appendix 1.

Prejudice-Related Incidents

3. We will provide both our students and staff with an awareness of the impact of prejudice as well as making it clear that such incidents are not acceptable in our school. Where, despite our best efforts, such incidents occur, we will record and report to the Governing Body any prejudice related incident. As well as reporting the incident to B&NES using the Serious Equality Incident Reporting Form

Specific Roles and Responsibilities

4. We believe that promoting equality is the responsibility of everyone in the school, but
5. there are nevertheless specific roles as listed below:

School Community	Responsibility
Governing Body	Understanding the legal responsibilities of the School under the 2010 Equality Act. Identifying and understanding equality barriers and in the setting of objectives to address these. Monitoring progress towards achieving equality objectives. Publishing data and publishing equality objectives.
Headteacher	As above including plus: Promoting key messages to staff, parents and pupils about equality and what is expected of them and can be expected from the school in carrying out its day to day duties. Ensuring that all the school community receives adequate training to meet the need of delivering equality, including pupil awareness. Ensuring that all staff are aware of their responsibility to record and report prejudice related incidents.

Senior Management Team	Supporting the Headteacher as above plus: Ensuring fair treatment and access to services and opportunities. Ensuring that all staff are aware of their responsibility to record and report prejudice related incidents.
SENCO & other specific members of staff	
Teaching Staff	Contributing to ensuring the right outcomes for pupils. Upholding the commitment made to pupils and parents/carers on how they can be expected to be treated. Designing and delivering an inclusive curriculum. Ensuring own awareness of the responsibility to record and report prejudice related incidents.
Non Teaching Staff	Supporting the school and the governing body in delivering a fair and equitable service to all stakeholders. Upholding the commitment made by the Headteacher on how pupils and parents/carers can be expected to be treated. Supporting colleagues within the school community. Ensuring own awareness of the responsibility to record and report prejudice related incidents.
Parents	Supporting and challenging the school to achieve the commitment given to the school community in tackling inequality and achieving equality of opportunity for all. Encouraging their children to be fully supportive of procedures in the School aimed at reducing discrimination and promoting equality.
Pupils	Supporting the school to achieve the commitment made to tackle inequality. Upholding the commitment made by the head teacher on how pupils and parents/carers, staff and the wider school community can be expected to be treated.

Communicating the Statement

6. We will ensure that the whole school community is aware of the Single Equality Statement (Policy) and our published equality information and equality objectives by publishing them on the AAA website, drawing attention to them in School newsletters and in our communications with students (eg assemblies, coaching time etc)

Other relevant Comenius Trust Policies and Statements

7. This Statement is not the only document that records our commitment to promoting equality and removing discrimination and prejudice. Other relevant AAA policies and statements include:
 - School Development Plan
 - Staff Recruitment Policy

Monitoring and Reviewing

8. We will review our objectives in relation to any changes in our school profile and at least every three years. Our objectives will sit in our overall school improvement plan and therefore will be reviewed as part of this process but will also be the focus of specific attention when the objectives are reviewed every three years.

This policy will be reviewed every four years by the Governing Body

Date Approved by the Governing Body: TBC BY 01.09.2017

Date to be reviewed by the Governing Body:

APPENDIX 1

AAA EQUALITY OBJECTIVES 2013-15

TO BE COMPLETED

APPENDIX 2

AAA PRINCIPLES AND VALUES

9. At AAA we have set out our principles and values as follows:

TO BE COMPLETED