



Joseph Leckie Academy

Equality Policy

Document currently in draft

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Introduction

This policy sets out Joseph Leckie Academy's approach to promoting equality, as defined within the Equality Act 2010.

The Equality Act 2010 (The Act) legally protects people from discrimination in the workplace and in wider society, including students in education. The Act consolidates and replaces a number of anti-discrimination laws into one Act. It identifies who is protected from discrimination and the different ways in which it's unlawful to treat someone.

The Act identifies a number of protected characteristics:

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation

The Academy Context

Joseph Leckie Academy (The Academy) is a larger than average secondary school with an increasing student cohort. The majority of students are of Asian heritage with Pakistani and Bangladeshi being the largest groups. Over half of the student population live in households where a language other than English is spoken. The Academy is situated in an area of social and economic deprivation, with over half of the students attracting Pupil Premium Funding.

Aims, Values and Objectives

The Academy aims to provide equality and excellence for all in order to promote the highest possible standards.

Values we all share are respect for each other and courtesy in all our actions. One of the main objectives of the Academy is to foster attitudes that will help all students grow into tolerant, responsible citizens in our multicultural and diverse society, who will make a positive contribution to the wider community.

The Academy's overall approach to promoting Equality

The Equality Policy provides a framework to support the Academy in having due regard to:

- eliminate unlawful discrimination, harassment and victimisation
- advance equality of opportunity between people who share a protected characteristic and those who don't
- foster or encourage good relations between people who share a protected characteristic and those who don't.

Through the Equality Policy, the Academy will seek to ensure that no students, staff, parents, or carers or any other community member receives less favourable treatment through their contact with the Academy.

Community Cohesion

The Academy aims to:

- ensure that all activities within the Academy, including learning, teaching and the curriculum explore and address issues of diversity
- promote understanding and engagement between communities
- encourage all students and their families to feel part of the wider community
- understand and respond to the needs and hopes of all our communities
- tackle discrimination

Roles and Responsibilities

Academy Governors are responsible for:

- making sure the Academy complies with current equality legislation
- making sure this policy is properly implemented
- assigning a named governor

The Principal is responsible for:

- making sure the policy is readily available and that the governors, staff, students and their parents/carers know about it
- making sure its procedures are followed
- producing regular information for staff and governors about the policy and how it is working
- providing training for them on the policy
- making sure all staff know their responsibilities and receive training and support in carrying these out
- taking appropriate action in cases of harassment and discrimination

All Academy staff are responsible for:

- promoting an inclusive and collaborative ethos in the classroom
- modelling good practice, dealing with discriminatory incidents and being able to recognise and tackle bias and stereotyping
- promote equality and avoid discrimination against anyone
- keep up to date with the law on discrimination
- take training and learning opportunities

Students are responsible for:

- supporting the Academy's equality ethos
- sharing concerns or issues with a member of staff
- keeping equality and diversity issues on the Academy Council agenda

Parents and Carers are responsible for:

- supporting the Academy's equality ethos
- sharing concerns or issues with senior staff

Visitors and contractors are responsible for:

- following our expectations regarding equality.

Responsibility for overseeing equality practices in the Academy lies with a named member of staff and governor.

Responsibilities include:

- co-ordinating and monitoring work on equality issues
- dealing with and monitoring reports of harassment
- monitoring the progress and attainment of potentially vulnerable groups of students
- monitoring exclusions

Monitoring, Reviewing and Assessing Impact.

The policy will be regularly monitored and reviewed by staff and governors to ensure that it is effective in eliminating discrimination, promoting access and participation, equality and good relations between different groups, and that it does not disadvantage particular sections of the community. Any pattern of inequality found as a result of impact assessment will be used to inform future planning and decision-making. The named member of staff and governor responsible for equality will monitor specific outcomes

Concerns or complaints

Any issues or concerns should be raised in accordance with the Academy's Complaints Policy