



ASH LEA SINGLE EQUALITY POLICY EQUALITY STATEMENT

Legal Duties

As a school we welcome our duties under the Equality Act 2010. The general duties are to:

- eliminate discrimination,
- advance equality of opportunity
- foster good relations

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

A protected characteristic under the act covers the groups listed below:

- age (for employees not for service provision),
- disability
- race
- sex (including issues of transgender)
- gender reassignment
- maternity and pregnancy
- religion and belief,
- sexual orientation
- Marriage and Civil Partnership (for employees)

In order to meet our general duties, listed above, the law requires us to carry out some specific duties to demonstrate how we meet the general duties. These are to:

- Publish Equality Information – to demonstrate compliance with the general duty across its functions (**We will not publish any information that can specifically identify any individual**)
- Prepare and publish equality objectives which we will review on an annual basis
- Consult all our stakeholders in the development of our equality objectives and report on progress against our objectives on an annual basis

In order to do this effectively we will collect data related to the protected characteristics above and analyse this data to determine our focus for our equality objectives. The data will be assessed across our core provisions as a school, but we will also analyse available data relating to the context of our local community, including hate crime data and demographic information. In relation to school provision we will pay particular attention to the following functions:



- Admissions
- Attendance
- Attainment
- Exclusions
- Prejudice related incidents

Our objectives will detail how we will ensure equality is applied to the services listed above however where we find evidence that other functions have a significant impact on any particular group we will include work in this area.

We also recognise that our work on equality is central to the successful promotion of fundamental British values, especially in relation to the values of respect and tolerance and the rule of law. We will therefore ensure that our curriculum helps to prepare pupils for life in modern Britain and that we work proactively to address all forms of prejudice and discrimination, including derogatory and discriminatory language.

We recognise that these duties reflect international human rights standards as expressed in the UN Convention on the Rights of the Child, the UN Convention on the Rights of People with Disabilities, and the Human Rights Act 1998.

In fulfilling our legal obligations we will:

- Recognise and respect diversity
- Foster positive attitudes and relationships, and a shared sense of belonging
- Observe good equalities practice, including staff recruitment, retention and development
- Aim to reduce and remove existing inequalities and barriers
- Consult and involve widely
- Strive to ensure that society will benefit

Our Ethos/Commitment and Values

Ash Lea Vision Statement

Believe in me, believe in us, and believe in our future

Ash Lea Commitment statement

All pupils have the right to the widest range of learning opportunities; through developing, valuing and celebrating their contribution.

Ash Lea Values

We value and respect others

By treating our pupils, school community and each other with respect and consideration, we become a truly inclusive organisation.



Positive Behaviour	We show this when we...
Treat people as individuals	consider others' points of view and value everyone's contribution.
Polite and approachable	are courteous, positive and helpful.
Attentive	actively listen to what people say (however they communicate) and respond in a way that shows we are listening.
Trustworthy and reliable	do what we say we are going to do.
Pupil focused	go the extra mile to meet the pupils' needs.

We are professional in all that we do

We act professionally by being the best that we can be, behaving with integrity and taking personal responsibility for our behaviour and decisions

Positive Behaviour	We show this when we...
High standards	always strive to do our personal best.
Be a role model for others	consider how we behave; be measured and consistent in our responses.
Take responsibility	accept responsibility for our actions and for the school as a whole.
Protect the good reputation of the school	uphold our values and reflect these in our conduct at all times.
Act appropriately	treat others with respect and consideration whatever the situation.
Communicate effectively	adapt our level and means of communication for the audience.
Show integrity	are open and honest in our motives and conduct.
Respect for the school environment	take care of the school's resources and environment, ensuring that it is a safe place to work and learn.

We are one team working together

We act as a team when we respect and value each other and work together to provide the best possible education for our pupils

Positive Behaviour	We show this when we...
Share a common goal	work as a team to provide a safe and excellent learning environment for Ash Lea pupils.
Value everyone whatever their role	respect colleagues and the contribution they make.
Support colleagues	help others when we can, take a genuine interest in supporting others to achieve their objectives.
Work collaboratively	have a positive attitude to working with others, we listen and offer constructive advice.
Think about what we say and how we say it	communicate with each other in a constructive and polite way, carefully considering what is appropriate to discuss and who will hear it.



We are open to change

By understanding the need to develop, we open ourselves up to new ideas and ways of working, ready to meet the challenges we face.

Positive Behaviour	We show this when we...
Open to change	are open-minded about new ideas and suggestions.
Contribute to change	Accept consecutive criticism and take responsibility for improving the way we do things and challenge things if they can be done better.
Encourage ideas	help others to develop their ideas in a positive way
Supportive of change	recognise that change is an investment in our future

Addressing Prejudice Related Incidents

This school is opposed to all forms of prejudice and we recognise that children and young people who experience any form of prejudice related discrimination may fair less well in the education system. We provide both our pupils and staff with an awareness of the impact of prejudice in order to prevent any incidents. If incidents still occur we address them immediately and report them to the Local Authority using their guidance material. The Local Authority may provide some support.

Responsibility

We believe that promoting Equality is the whole school's responsibility:

School Community	Responsibility
Governing Body	Involving and engaging the whole school community in 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. Ensuring that staff have access to appropriate training and resources.
Head Teacher /Principal	As above including: 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 school community receives adequate training to meet the need of delivering equality, including pupil awareness. Ensure that all staff are aware of their responsibility to record report, and respond appropriately to prejudice related incidents.
Senior Management Team	To support the Head / Principal as above Ensure fair treatment and access to services and opportunities. Ensure that all staff are aware of their responsibility to record, report and respond appropriately to prejudice related incidents.



School Community	Responsibility
Teaching Staff	<p>Help in delivering the right outcomes for pupils. Uphold the commitment made to pupils and parents/carers on how they can be expected to be treated. Design and deliver an inclusive curriculum. Ensure that you are aware of your responsibility to record, report and respond appropriately to prejudice related incidents.</p>
Non -Teaching Staff	<p>Support the school and the governing body in delivering a fair and equitable service to all stakeholders. Uphold the commitment made by the head teacher/principal on how pupils and parents/carers can be expected to be treated. Support colleagues within the school community. Ensure that you are aware of your responsibility to record, report and respond appropriately to prejudice related incidents.</p>
Parents/Carers	<p>Take an active part in identifying barriers for the school community and in informing the governing body of actions that can be taken to eradicate these. Take an active role in supporting and challenging the school to achieve the commitment given to the school community in tackling inequality and achieving equality of opportunity for all.</p>
Pupils	<p>Supporting the school to achieve the commitment made to tackling inequality. Uphold 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.</p>
Local Community Members	<p>Take an active part in identifying barriers for the school community and in informing the governing body of actions that can be taken to eradicate these Take an active role in supporting and challenging the school to achieve the commitment made to the school community in tackling inequality and achieving equality of opportunity for all.</p>

We will ensure that the whole school community is aware of the Single Equality Policy and our published equality information and equality objectives by publishing them on: school's website, in staffroom policy box and highlighted through governors meetings, staff handbook, parent handbook, induction procedure

Breaches

Breaches to this statement will be dealt with in the same ways that breaches of other school policies are dealt with, as determined by the head teacher and governing body.

Monitor and Review

Every three years, we will review our objectives in relation to any changes in our school profile. Our objectives will sit in our overall school improvement plan and therefore will be reviewed as part of this process.



Date Approved by the Governing Body: June 2018

Date to be reviewed by the Governing Body: June 2019
