

**Sir John Cass's Foundation and Red Coat CofE Secondary  
School & Sixth Form College**



**Equal Opportunities & Diversity Policy**

<b>Ratified by Governors:</b>	March 2015
<b>To be reviewed:</b>	March 2019
<b>SLT Responsible:</b>	N. Jones

## **Introduction**

This policy describes the way the Sir John Cass C of E Red Coat Secondary School and Sixth Form College will meet the requirements of the Equality Act 2010. This Act replaced all previous equality legislation such as the Race Relations Act, the Disability Discrimination Act and the Sex Discrimination Act. The policy will be applied to all staff and learners, as well as any volunteers working in the school.

## **Access**

Employees, learners and volunteers are made aware of the existence of this policy and where it can be accessed. A copy of the policy will can be found on the shared common area in the policies folder.

This policy is reviewed annually.

## **Policy Statement**

Sir John Cass C of E Red Coat Secondary School will adhere to the requirements of the Equality Act 2010 by not discriminating against learners, staff, volunteers or anyone involved in external agencies the organisation may be working with on the grounds of:

- sex, race, disability, religion or belief or sexual orientation.

In addition, there will be no discrimination against:

- pregnant females or new mothers
- staff, learners or volunteers undergoing gender re-assignment
- learners due to the behaviour of their parents and/or siblings

## **Aims:**

It is the school's aim to value each member of its community as an individual, irrespective of class, culture, physical or intellectual differences, gender, language, race, religion or sexual orientation.

The school seeks to promote tolerance and understanding of others within the school and the wider community. All pupils should start in this school with an equal opportunity for success and be prepared to take up opportunities when they leave.

Sir John Cass Red Coat C of E Secondary School will:

- ensure that the services it provides are accessible to all and endeavour to positively encourage and benefit people from disadvantaged groups
- supply specialist aids and facilities to enable disabled people to access the school and the curriculum
- monitor any issues that arise within the organisation and take appropriate action, fully supporting any person in the organisation who is faced with prejudice or discrimination
- undertake an annual evaluation process to ensure that the policy is clear, in keeping with current legislation and being adhered to

- treat seriously any breaches of the policy, regarding them as misconduct which may lead to disciplinary proceedings

Strategies:

### **Curriculum**

All departments in the school should recognise the positive influence that can be exerted through the curriculum. The school is constantly exploring ways in which it can help to raise the awareness and understanding of equality issues. As a school we strive to employ staff from a variety of backgrounds in all curriculum areas and to encourage a positive perception of each subject for all pupils.

Each student should have an entitlement of equal access to all subjects in the curriculum.

### **Teaching and Support Staff**

Each member of staff, both teaching and support staff, has a duty to address equal opportunity issues. This includes in the classroom, the corridors, the playground or outside of the school environment. All staff should deal with low level incidents immediately. There is an expectation that all incidents should be written up and recorded on portal.

### **Monitoring**

This school will record all incidents relating to equal opportunity issues. We will monitor the pupils excluded (Fixed Term and Permanent) or placed in the Learning Support Unit, if necessary the school will provide resources to target additional support.

The school will monitor the progress and achievement of all student groups. Data will be analysed as well as outcomes from learning observations, assessment scrutinies in order to ensure that all student groups achieve high standards.

The school will collect, study and use data relating to the implementation of this policy, making adjustments as appropriate.

### **The School Community**

We believe that everyone in our community has the right to live, learn and work in a safe and secure environment. We all have a responsibility to combat any expression of prejudice or intolerance by persons in the school and to assist our pupils to grow and develop positive attitudes and behaviour towards other people. We will not accept verbal abuse, graffiti, provocative comments or literature, styles of dress and modes of behaviour associated with all forms of prejudice. Failure to comply with these guidelines can lead, ultimately, to exclusion.

We would expect our students to promote this policy in their behaviour in and out of school. We expect and rely on the support of parents/carers in implementing this policy, we recognise that success in this area largely depends on their co-operation.

## **Complaints Procedure**

### **Stage 1**

Any person who experiences, witnesses or is reasonably led to believe that this Equal Opportunities and Diversity Policy has not been respected, should immediately bring the situation to the attention of their Line Manager or a member of the Senior management Team. The person responsible for this breach will be reminded of the existence and purpose of this policy, and asked to adhere to the policy.

### **Stage 2**

If the person continues behaving in an unacceptable manner, the matter will be referred to the Head Teacher required who will decide the best course of action.

This may result in:

- No further action
- a warning being issued
- disciplinary procedures

### **Stage 3**

The offending person has the right to appeal. He/she can write to the Chair of Governors. The decision of the Chair of Governors will be final.