

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



Equal Opportunities & Diversity Policy

Committee Review:	P&C
Ratified by Governors:	March 2019
To be reviewed:	March 2023
SLT Responsible:	N. Jones

Introduction

This policy describes the way the Sir John Cass's Foundation and 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.

Policy 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 and on the school website.

This policy is reviewed every four years.

Policy Statement

Sir John Cass Red Coat will adhere to the requirements of the Equality Act 2010 and The Public Sector Equality Duty (PSED), by not discriminating against learners, staff, volunteers or anyone involved in external agencies the organisation may be working with on the grounds of:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or Belief
- Sex
- Sexual Orientation

In addition, there will be no discrimination against:

- learners due to the behaviour of their parents and/or siblings

Our school will ensure due regard to the needs of all people in these groups when developing policy and strategy. All individuals with any of the 'protected characteristics' will be treated fairly and with dignity and respect.

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, age, disability, language, race, religion / belief, marital status, sexual orientation or in relation to pregnancy and maternity.

The school seeks to promote tolerance and understanding of others within the school and the wider community. All students should start in this school with an equal opportunity for success and the school will seek to remove any barriers to access, participation, progression, attainment and achievement. We take seriously our contribution towards community cohesion.

Sir John Cass Red Coat School will:

- ensure that the services it provides are accessible to all and endeavour to positively encourage and benefit people from disadvantaged groups
- 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
- treat seriously any breaches of the policy, regarding them as misconduct which may lead to disciplinary proceedings

Strategies:**Curriculum**

All departments in the school must 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 employ staff from a variety of backgrounds in all curriculum areas and encourage a positive perception of each subject for all students.

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 the school's management information system (MIS).

Monitoring

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

The school will record all incidents relating to equal opportunity issues. We will monitor the students excluded (Fixed Term and Permanent) or placed in the Learning Support Centre and 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 and learning reviews in order to ensure that all student groups achieve high standards.

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 students 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 expect our students to promote this policy in their behaviour in and out of school as embodied in The Cass Way. 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**What to do?**

If a member of the school community is being harassed or bullied, or feels that someone else is, they should report the matter in the case of students to their Form Tutor, Head of Year or any member of the school staff. All incidents will be followed up and recorded. Staff should seek support from their line manager as appropriate or advice from their union representative.

Sanctions:

Members of the school community who demonstrate behaviour that runs counter to our equal opportunities policy will be subject to the school disciplinary procedures.