

**Gosberton House Academy**

**Equality  
&  
Diversity  
Strategy**

Reviewed and updated October 2016



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## Introduction

We are committed to the promotion of equality and diversity. In so doing, we realise the valuable contribution which all members of the community can make to the Academy. Our policies and practices will be reviewed to take into account the different needs and contributions of pupils, staff, parents and governors.

Vital to our work on equality and diversity is to ensure that pupils and staff can develop in an environment which is supportive of academic and emotional needs.

The legislation which applies to Schools with regard to equality is complex and requires us to have in place various policies and practices. We have chosen to combine these requirements into a single resource and strategy for equality and diversity. Crucial to this is our intent that all those involved have access to a single resource which clearly details our commitments, describes our processes and sets out how we will deliver equality in Academying.

This strategy therefore includes specific commitments for our:

- Disability Equality Scheme
- Gender Equality Scheme
- Race Equality Policy (inc. Racist Incidents Policy)
- Accessibility Plan
- Responses to legislation on special educational needs, religion and belief, age and sexual orientation

Taking a combined approach strengthens our commitment to equality and diversity, realising that individuals may have multiple needs and requirements. Our strategy makes clear those specific duties required of us.

This strategy is written in such a way, that the reader can readily find and understand our approach to equality. Each section sets out the legal framework, our response to this, and links to other sections of the strategy which provide further information. Our action plan is also coded to reflect which area of the equality agenda the action is designed to address.

Our approach as a Academy is to 'mainstream' equality into our policies and practices, ensuring a focus on the issues. Therefore, our key policies on curriculum, pupil behaviour, staffing etc are revised to include equality considerations.

## Equality Policy

We are committed to the promotion of equality and diversity in all areas of Academy life. In so doing, our aim is to eliminate unlawful discrimination, and to promote equality of opportunity and good community relations.

Equality in the context of Academy life involves all people involved in the development of the Academy, and covers areas such as:

- progress, attainment, and assessment;

- behaviour, discipline, and exclusion;
- pupils' personal development and pastoral care;
- teaching and learning;
- admission and attendance;
- the curriculum;
- staff recruitment and professional development; and
- partnerships with parents and guardians, and communities.

This policy provides a framework for action to address the six areas of equality covered by legislation - race, gender, disability, age, sexual orientation and religion or belief.

## Commitments

We are committed to:

- actively tackling discrimination, and promoting equal opportunities and good community relations;
- encouraging, supporting, and helping all pupils and staff to reach their potential;
- working with parents and guardians, and with the wider community, to tackle discrimination, and to follow and promote good practice; and
- making sure our equality policy and its procedures are followed.

In positively taking forward our objectives on equality, we:

- outline the responsibilities of all those involved in the Academy
- set out the processes we shall use to assess our policies and practices
- identify how we will monitor the work that we do, and
- publish results each year to show our progress.

Our Equality Scheme puts these commitments into practice and puts an action plan in place to do so.

## Equality Scheme

We have developed a single Equality Scheme which includes our specific duties on disability and gender. It also includes our responses to legislation on race, age, religion and belief, and sexual orientation.

Although the legislation in each area is different, there are clear areas of similarity. In taking seriously our commitment to equality and diversity, we believe that an Equality Scheme which combines activities will deliver more meaningful results and be more accessible to those involved.

This approach which we have taken brings together all our work on equality and diversity into a single strategy which details our policy and commitments, the processes we will follow, and our action plans.

Lincolnshire County Council consulted widely on their Equality and Diversity Strategy, and in so doing, worked with Academies to identify the level of priority given to

education in the county. Responses to this consultation showed that accessibility in schools was a clear priority for the people of Lincolnshire among all respondents<sup>1</sup>.

In developing our Equality Scheme, we have consulted with the Parent Partnership for Lincolnshire, our Board of Governors and staff. In further developing our actions, and checking our progress, we will involve parents, pupils, staff and governors.

As actions are developed, and the results of monitoring become available, we will be able to consult more meaningfully on specifics with those people involved. Also, our annual reports will show the progress we are making, and we invite comments from people on these.

## Disability Equality

Within our Equality Scheme, we recognise our responsibilities arising from all legislation relevant to Disability and Special Educational Needs.

In responding to our duties in this context, we will ensure access to education and inclusion for disabled pupils in every aspect of Academy life by:

- Protecting pupils from discrimination
- Providing improvements to increase access over time, and
- Providing auxiliary aids and services

Our responsibilities extend to our staff, parents and governors. We will eliminate discrimination in employment and recruitment and actively encourage disabled parents/guardians, and the parents/guardians of disabled children, to participate in relevant Academy activities.

### What is the legal context?

There are several pieces of legislation which shape the context in which academies need to provide for equality of opportunity for disabled pupils, and those with Special Educational Needs:

- Disability Discrimination Act 2005 (Disability Equality Duty)
- The disability discrimination duties in Part 4 of the Disability Discrimination Act (DDA)
- The planning duties in Part 4 of the Disability Discrimination Act (DDA)
- Equality Act 2010
- Special educational needs and disability code of practice: 0 to 25 years July 2014

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<sup>1</sup> The consultation exercise assessed the level of priority respondents gave to services, and also their satisfaction with those services. Responses have been extracted to assess differences between those that use the services and those that do not, and also by equality categories to assess any differences therein.

## Disability Discrimination Act 2005

The regulations which revised the DDA in 2005 introduced the duties on academies, one being to have in place a Disability Equality Scheme. The duties do not introduce new rights for disabled people, they introduce an obligation on academies to promote equality of opportunity for disabled people. The duties apply therefore to all people involved in the Academy: pupils, staff, governors and parents.

These positive duties recognise that forward-looking methods of removing disadvantage and institutional discrimination are more effective than solely reacting to individual problems when they arise.

The Disability Equality Duties require us, when carrying out our functions, to have due regard to the need to:

- promote equality of opportunity between disabled people and other people
- eliminate discrimination that is unlawful under the Disability Discrimination Act 1995
- eliminate disability related harassment
- promote positive attitudes towards disabled people
- encourage participation by disabled people in public life
- take steps to meet disabled people's needs, even if this requires more favourable treatment.

These elements together are referred to as the **general duty**.

Schools also have **specific duties**, which provide them with a clear framework to work by. Central to the specific duties is the requirement to produce a Disability Equality Scheme.

The main aim of the general duty is to promote disability equality. Schools will need to look at everything they do, on a day-to-day basis, and think about how equality of opportunity for disabled people can be better promoted. To do this successfully schools will need to embed disability in all management practices and policy development. The other elements of the general duty support the promotion of disability equality and need to be given 'due regard' in their own right. 'Due regard' means that schools should give due weight to the need to promote disability equality in proportion to its relevance.

Our Disability Equality Scheme includes:

- Our arrangements for gathering information on the effect of our policies and practices on, in particular:
  - the recruitment, development and retention of disabled employees
  - the educational opportunities available to and achievements of disabled pupils.
- Details of how we will use the information gathered, in particular, in reviewing the effectiveness of our action plan and preparing subsequent Schemes.
- Our methods for assessing the impact of our policies and practices on disability equality and where improvements can be made.

- A plan of action - a list of action points that detail the steps that we are going to take to meet the general duty.

### **Disability Discrimination Duties in Part 4 of the DDA**

Discrimination in the context of the DDA Part 4 occurs if:

- A disabled pupil or prospective pupil is treated less favourably than another for a reason related to their disability and without justification
- A Academy fails, without justification, to take reasonable steps to avoid placing disabled pupils at a substantial disadvantage (known as reasonable adjustment).

The reasonable adjustment duty requires us to anticipate the barriers that disabled pupils may face and to then remove or minimise these before substantial disadvantage occurs.

### **Planning Duties in Part 4 of the DDA**

Academies/ schools are required to develop accessibility plans to improve access to education for disabled pupils. Over time, these plans show how access will be increased, including:

- Increasing access to the curriculum for disabled pupils;
- Making improvements to the physical environment of the Academy to increase access to education and associated services;
- Making written information accessible in a range of different ways for disabled pupils, where it is provided in writing for pupils who are not disabled.

We are required to report each year on our progress on our accessibility plans. Our accessibility plan is combined with our Disability Equality Scheme and so all actions are joined-up in our combined action plan. In doing this, our accessibility plans are coordinated with the Lincolnshire County Council Accessibility Strategy, which is built on consultation with specialist groups, children and young people, and parents/guardians.

### **The Special Educational Needs (SEN) duties in the Education Act 1996**

It is important to note that the definition of Special Educational Needs is different to that of Disability, although there are overlaps between them both.

The SEN duties require schools to use their 'best endeavours' to make appropriate provision for children and young people with Special Educational Needs. Thus the provision of auxiliary aids and services is not included in the reasonable adjustments duty of the DDA. In so doing, Schools need to have regard to the SEN Code of Practice which gives guidance on how to interpret duties. We have an Educational Inclusion Policy which covers our commitments to pupils with Special Educational Needs (Appendix 1).

The Disabled Persons (Services, Consultation and Representation) Act 1986 applies to Scotland, England and Wales and requires Schools to inform the education authority if they consider that a pupil might be disabled within the definition of the Disability Discrimination Act and to notify the education authority prior to the pupil leaving Academy with regard to any community care arrangements which she might require.

### **Definitions of Impairment and Disability**

The Disability Discrimination Act 1995 and 2005 uses a World Health Organisation definition of disability as being "a physical or mental impairment that has a substantial and long-term adverse affect on a person's ability to carry out normal day-to-day activities."

The effect must be

- substantial (that is more than minor or trivial)
- long-term (that has lasted or is likely to last for at least a year), and
- adverse.

"Normal day to day activities" must come within one of the following categories:

- Mobility
- Manual dexterity
- Physical co-ordination
- Continence
- Ability to lift, carry or otherwise move everyday objects
- Speech
- Hearing or eyesight
- Memory or ability to concentrate, learn or understand, and/or
- Perception of the risk of physical danger.

The Act covers people with:

- A physical impairment
- A visual impairment
- A hearing impairment
- A learning difficulty
- A specific learning difficulty (e.g. dyslexia)
- Mental health issues; behavioural, emotional and social difficulties (BESD) if it has a medical basis e.g. ADHD, ASD
- People who are Deaf BSL users, and
- People with long term health conditions<sup>2</sup>

Not all pupils with Special Educational Needs are disabled pupils, for example not all children with the BSED (Behavioural, Social and Emotional Difficulties) need type and SLCN (Speech, Language and Communication Needs) need type will be disabled under the DDA definition.

- A child may have significant behaviour difficulties and these may relate to an underlying physical or mental impairment that amounts to a disability under the Act. It is important that the Academy seek to identify any underlying impairment, with help from paediatricians.
- Challenging behaviour may arise from a mental health condition. People with mental and emotional distress no longer need to have a 'clinically well-recognised diagnosis' but do need to have medical validation of their condition. This could be established through a comprehensive assessment by a GP or through a Child Adolescent Mental Health Services (CAMHS) referral and would then mean he/she would be classified as disabled.
- A child may have a behavioural difficulty for a reason other than disability, for example arising from social or domestic circumstances, and it is likely that this is not covered by the legislation.

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<sup>2</sup> The Act also covers people with medical conditions from the point of diagnosis for example diabetes, multiple sclerosis and people living with HIV and cancer.

- It is uncertain as to the origin of certain conditions such as ADHD, whether it is an impairment or socially created. The Disability Rights Commission have advised that children and young people with ADHD and ASD impairments are covered by the Act.

However, we are committed to supporting and promoting the Social Model of Disability, which says that people are disabled not by their impairment, but by a society that does not take account of their needs and prevents them from having full access to society due to physical, communication and social barriers.

The social model identifies the problem as being the disabling world. The disabling world which is made up of such discriminatory elements as:

- inaccessible information
- poor communication, e.g. lack of British Sign Language interpreters, few induction loop systems etc
- an inaccessible built or physical environment
- segregated services
- inaccessible transport
- bad design, and
- organisational barriers

Prejudice is manifested through:

- representations, for example media and fiction
- attitudes
- stereotyping
- negative assumptions
- fear
- low expectation, and
- offensive or thoughtless language.

The social model acknowledges that impairment is the functional limitation within an individual caused by a physical or mental or sensory condition, whilst suggesting that disability is the loss or limitation of opportunity to take part equally in the mainstream of the community as a result of barriers that do not affect others, for example physical and social barriers.

The social model locates the problem outside the disabled person and therefore offers a more positive approach because it doesn't blame the individual. It involves everyone in identifying solutions, encourages co-operative problem solving, removes barriers for others as well as disabled people, and acknowledges disabled people's rights to full participation as citizens.

We recognise that disability arises from society's negative treatment of disabled people and is not an inevitable consequence of people's impairments. We are committed to removing barriers faced by disabled people in relation to its employment practices, decision-making and provision of services.

## Gender Equality

Within our Equality Scheme, we recognise our responsibilities arising from all legislation relevant to gender.

In responding to our duties in this context, we will ensure eliminate unlawful discrimination and promote equality of opportunity between males and females involved in the Academy: pupils, staff, parents/guardians and governors.

### What is the legal context?

There are several pieces of legislation which shape the context in which Schools need to provide for equality of opportunity between males and females.

### Equality Act 2006 (Gender Equality Duty)

The Act introduces the gender equality duty for Schools.

The general duty requires that we eliminate unlawful sex discrimination and harassment, and promote equality of opportunity between males and females (including transgender).

The specific duty requires that we produce a gender equality scheme

Our Gender Equality Scheme includes:

- Our arrangements for gathering information on the effect of our policies and practices on, in particular:
  - the recruitment, development and retention of male and female employees
  - the educational opportunities available to and achievements of male and female pupils.
- Details of how we will use the information gathered, in particular, in reviewing the effectiveness of our action plan and preparing subsequent Schemes.
- Our methods for assessing the impact of our policies and practices on gender equality and where improvements can be made.
- A plan of action - a list of action points that detail the steps that we are going to take to meet the general duty.

Unlawful sex discrimination and harassment includes discrimination as defined by the Sex Discrimination Act 1975, the Equal Pay Act 1970 and Gender Recognition Act.

We recognise that people of different genders can face other forms of discrimination or disadvantage because of their age, race, marital and civil partnership status, family circumstances, caring responsibilities, because they are disabled or because they are lesbian, gay or bisexual. In designing our equality and diversity policies and plans concurrently, we recognise the compound effect that people might experience.

## Race Equality

Our equality policy states clearly our commitment to eliminating unlawful discrimination and promoting good community relations. This applies to issues of ethnicity, nationality

and national origin. Statute requires Schools to have a policy on race equality, we have developed a strategy which ensures that all matters of equality are addressed in our equality scheme, giving them equal respect and consideration.

Within our approach to equality and diversity, race equality is covered by both our policy and our equality scheme and the procedures which are included within them.

In all that we do within the Academy, we will work to provide equality of opportunity for pupils, parents and employees. We will deliver our commitments as required under the Race Relations Act 1976 and Race Relations (Amendment) Act 2000. Racial harassment, victimisation and bullying will not be tolerated, and will be handled effectively in line with our policy on dealing with and reporting racist incidents in the Academy (see Appendix 2)

We recognise that ethnic minority people can face other forms of discrimination or disadvantage because of their age, gender or gender identity, marital and civil partnership status, family circumstances, caring responsibilities, because they are disabled or because they are lesbian, gay or bisexual. In designing our equality and diversity policies and plans concurrently, we recognise the compound effect that people might experience.

## Age Equality

Our equality policy states clearly our commitment to eliminating unlawful discrimination and promoting good community relations. This applies to issues of age.

In our employment practices, we will observe relevant legislation with regard to age and eliminate discrimination on this basis. Age is also included in our equality scheme and so also our Equality Impact Assessment procedures, where it is relevant to policy consideration.

We will carry out our duties with regard to the Employment Equality (Age) Regulation 2006.

We recognise that people of different ages can face other forms of discrimination or disadvantage because of their gender, race, marital and civil partnership status, family circumstances, caring responsibilities, because they are disabled or because they are lesbian, gay or bisexual. In designing our equality and diversity policies and plans concurrently, we recognise the compound effect that people might experience.

## Religion and Belief Equality

Our equality policy states clearly our commitment to eliminating unlawful discrimination and promoting good community relations. This applies to issues of religion and belief.

Within our approach to equality and diversity, religion and belief are covered by both our policy and our equality scheme and the procedures which are included within them.

We will carry out our duties with regard to the Employment Equality (Religion or Belief) Regulation 2003.

We recognise that people with different religions can face other forms of discrimination or disadvantage because of their race, age, gender or gender identity, marital and civil partnership status, family circumstances, caring responsibilities, because they are disabled or because they are lesbian, gay or bisexual. In designing our equality and diversity policies and plans concurrently, we recognise the compound effect that people might experience.

## Sexual Orientation Equality

Our equality policy states clearly our commitment to eliminating unlawful discrimination and promoting good community relations. This applies to issues of sexual orientation.

Within our approach to equality and diversity, sexual orientation is covered by both our policy and our equality scheme and the procedures which are included within them.

We will carry out our duties with regard to the Employment Equality (Sexual Orientation) Regulation 2003.

We recognise that lesbian women, gay men and bisexuals can face other forms of discrimination or disadvantage because of their age, gender, race, marital and civil partnership status, family circumstances, caring responsibilities, or because they are disabled. In designing our equality and diversity policies and plans concurrently, we recognise the compound effect that people might experience.

## Employing People

We will work to develop a workforce that broadly reflects the communities we serve. We will include equality of opportunity in all our employment practices, from advertising and recruitment, through to professional development and terms and conditions of employment.

In delivering our aims for equal opportunities in employment, we are making commitments which we will observe in our policies and day-to-day operations.

## Recruitment

- Advertising vacancies in such a way as to promote applicants from all groups in the community
- Including only the skills and experience actually needed in job descriptions and person specifications (essential criteria)
- Including in all contracts of employment, a requirement to implement and observe equality
- Providing application packs, and accepting applications, in alternative formats wherever practicable to the position that is vacant
- Recognising additional skills and competences gained through less formal routes such as voluntary work

- Ensuring that all applicants for vacancies demonstrate their skills and competence pursuant to the vacancy advertised
- Monitoring those applying for vacancies, and those appointed, by race, gender, disability, age, religion or belief, and work-status (full/part-time)
- Supporting our employees by providing opportunities for learning and development

### Work Environment

- Constantly reviewing and developing policies and procedures for employment which reflect equality legislation and modern working practices
- Ensuring that the work environment is safe and free from harassment, victimization and bullying.
- Making adaptations, where appropriate, to support staff in post
- Communicating our Equal Opportunities Policy, and Equality and Diversity Strategy, to all employees and clarifying everyone's role in delivering them
- Dealing with all breaches of policy in a transparent, supportive and fair manner
- Monitoring personnel activities to ensure discrimination does not take place

### Positive Action

- Working toward the Employment Service's 'Positive about Disabled People scheme' which commits us to:
  - Interviewing all disabled applicants who meet the essential criteria for a vacancy and consider them on their abilities
  - Making every effort to ensure that employees who become disabled can remain in employment
  - Ensuring that all employees are aware of disability issues pertinent to their work
  - Making sure that there is an annual (minimum) review with disabled employees with regard to their specific development needs
  - Reviewing these commitment and achievements annually, planning future improvements and reporting to the Employment Service

### Involvement

We recognise that successful implementation of our aims and values depends on the involvement of all involved.

In the first instance, this requires us to communicate our aspirations, policies and plans to children, parents, staff and Governors. Also, to maintain these communications by reporting on our progress.

In order to be successful, we need to reflect the views and desires of those involved in the Academy, and so we will consult with children, parents, staff and Governors as appropriate in order to identify areas for priority improvement and to receive feedback on our actions.

Successful consultation will depend on our reaching *all* people involved in the process, and ensuring that we receive the views of people from different groups.

We will consult on the development of our equality policies, not only on the strategic direction we intend, but also using consultation to develop specific actions in our plans.

## Assessing functions and policies

As legislation prescribes, our 'functions' are our full range of duties and powers. Our 'policies' are the full range of formal and informal decisions that we take in carrying out our duties. In common with all public authorities, we will have some explicit 'policies' and other practices which are embedded in our day-to-day activities.

We will assess those functions and policies 'relevant' to equality, meaning those that have, or could have, implications on the promotion of equality. Some areas will be more relevant than others, and we have identified these in our equality policy.

In our action plan, we will identify those areas in need of assessment. The process for undertaking this 'checking' is called Equality Impact Assessment and we will use a process which covers all areas of equality.

## Equality Impact Assessment

The requirement to undertake Equality Impact Assessments (EIA) has its basis in legislation and performance frameworks.

The first statutory requirement to undertake assessments arose from the Race Relations (Amendment) Act. This requirement has since been included in statute on Disability and Gender. There is also the anticipation of the need to undertake impact assessments for age, religion/faith and sexual orientation.

An Equality Impact Assessment therefore is an assessment across all six strands of the equality agenda.

"An EIA is a thorough and systematic analysis of a policy, whether that policy is written or unwritten, formal or informal, and irrespective of the scope of the policy"

The purpose of an EIA is to determine whether there could be an adverse impact on groups in society. In so doing, all policies that have an effect the public and/or staff should be assessed for their impact. It should be noted that changes to an existing policy, or proposals to delete a policy are also subject to Equality Impact Assessments as these constitute 'new' policy.

### The Process

Equality Impact Assessment is undertaken through a series of templates.

There are two forms of assessment which can take place.

The first is on an *existing* policy or service. This is a retrospective assessment.

The second is during the development of *new* policy or services, and as such is concurrent to the usual processes of research and consultation.

However, the process to follow for both is identical, only that when developing a policy, the activity is not separate but entwined.

The model we use for Equality Impact Assessment is a three-stage process.

### Initial Screening

This is similar to a desktop exercise. The template at this stage poses questions which assist the policymaker in determining at an early stage whether there may be any negative impacts on groups in society which need further investigation.

### Partial Assessment

This process flows from the initial screening, once it has been determined that further investigation is needed. It will begin to discuss in greater detail the potential risks that

might arise from policy implementation, and contrast these to the benefits of the policy. A partial assessment requires greater investigation and research, whether it be 'hard' data or consultation with colleagues and/or experts on the topic.

### **Full Assessment**

A full impact assessment is required when a partial assessment indicates that there are still potential risks inherent in the policy which need very detailed enquiry. At this stage, consultation with the community will be necessary, and a clear discussion of the options available and changes which can be made to the policy.

The template for Equality Impact Assessment, and this guide will support policymakers in determining the level of assessment necessary. It is possible to 'exit' the process of impact assessment at each stage of the process, provided the evidence demonstrates that risks are minimal or justifiable.

## **Consulting on the likely impact of policies**

When revising existing policies, or producing new, we consult with relevant people involved in the delivery and purpose of the policy.

All new and revised policies will undergo an Equality Impact Assessment as part of their development. Both the draft policy and Equality Impact Assessment will then be made available during consultation.

Our consultation activities also need to take account of the needs of different people. When consulting, we will make sure that:

- we value the views of all those responding, and give serious consideration to the views that we receive
- our priority is to listen to those who are most likely to be affected by the policy
- the purpose of the consultation are clear
- appropriate methods are used to consult with different groups, and every effort is made to make the consultation accessible to all people
- relevant community groups, with specific expertise and members, are involved in the process, and that
- the results of the consultation are made available.

Working with Lincolnshire County Council and other Schools in Lincolnshire, we will support the development of countywide groups representing those with special interests and needs in the context of equality. This will help us to ensure that we both receive the views of people who are more likely to experience disadvantage, and to receive feedback on how we can continually improve our consultation methods.

## **Monitoring**

As part of our statutory duties, we are required to monitor our work on equality in a number of key areas:

- Employment (and associated functions)

- Service provision
- Policy and decision-making
- Complaints

In order to do this, we need to improve the way in which we collect and use data about our customers, employees, contractors and elected members. We need to change and improve the way in which we use information about people - whether staff or customers - and do this in ways that allow us to sensitively monitor our performance on equality while at the same time meeting our duties under the Freedom of Information and Data Protection Acts. We recognise that monitoring is essential if we are to improve our services and employment practices.

### **Employment Monitoring**

In order to meet the specific employment duties of the Acts, we are required to monitor in the following areas, by race, gender and disability. We will also monitor by age, sexual orientation and religion or belief where relevant:

- Job applicants, including those short-listed and those appointed
- Employees in post
- Applications for training, and training received
- Appraisals and those who suffer a detriment as a result of appraisal
- Employees bringing grievances against the Council as an employer, including complaints of harassment, discrimination or bullying
- Employees subject to disciplinary action
- Employees leaving the Council and their reasons for leaving

We are currently working with partners to improve our systems for collecting, interrogating and managing employment monitoring data.

### **Monitoring our Services**

We will develop monitoring systems for various areas of Academy activities. The purpose of the monitoring being to identify if there are any differences between people of different groups, and therefore to determine if these are adverse differences. The monitoring data will therefore enable us to identify not only any areas for improvement, but also to measure our success in rectifying any adverse impact, and to set targets as appropriate.

Such areas that monitoring might be needed include (for example):

- Pupils' attainment and progress
- Curriculum, teaching and learning (including language and cultural needs)
- Promoting good relations in the Academy and in the local community
- Care and assessment
- Staff recruitment and career development
- The Academy's values
- Pupil behaviour, discipline and exclusion
- Harassment and bullying
- Admission and transfer procedures
- Membership of the governing body
- Involving parents and the community in the Academy

## Communication

This equality policy and equality scheme will be made available to all staff, pupils, governors, parents/guardians and the community.

The information contained herein will be provided in alternative formats if required such as Braille, large print, audio tape and translated into other languages.

The results of Equality Impact Assessments, consultations and monitoring exercises will be made available also. The data from monitoring exercises may be subject to appropriate screening to ensure that individuals cannot be identified. Where it is the case that data is sensitive and identifies individuals, it will not be made available.

Each year, we will report on progress with our Equality Scheme (and Accessibility Plan). We will include details on progress in our annual Academy Improvement Plan and Self-Evaluation Form where it is applicable.

We will include reference to our equality policy and equality scheme, particularly our key commitments, in the Academy prospectus.

Every three years, we will review our Equality Scheme and produce a revised version. However, where our monitoring and progress reports show the need for change or revision, we will make those changes as required each year to keep the Scheme up-to-date and meaningful.

## Implementation

Following an audit of our functions and policies, we have developed a three-year action plan to deliver on our equality commitments.

This plan is structured in such a way that it combines all our equality planning into a single plan of action. The plan is laid out so that it can be seen which area of the equality agenda we are addressing with the action, by reference in a column to 'race', 'disability' etc, as appropriate. The headings in the plan reflect those required for an accessibility plan. Therefore, we have planned for all activities in a single resource.

It is our belief that planning for equality in this way enables us to work in a joined-up and effective way, ensuring that all issues are taken into account at the same time.

The plan last for three-years. Where the results of our activity indicate the need for more actions to be included, we will update the plan to include this. Though subject to a formal three-yearly review, we will keep the action plan up-to-date.

Each action is assigned to a responsible person, or group of persons. The Principal (through management arrangements) and Board of Governors, will monitor progress on the action plan throughout the academic year.

We will report annually on our progress.

## Procurement

Our obligations under statute extend to those services we contract to other providers. In the first instance, all contractors will be required to have in place their own equal opportunities policies for staff and customers, and/or a commitment to abide by our equality policies. In some circumstances, contracts may be need to include requirements

of providers to monitor their customers and/or staff in order that we can meet our obligations to assess our own services and/or workforce.

Academy staff will need to be aware of Section 6 of the Act when hiring transport as it puts new duties on transport providers, including the bus and coach companies, and the taxi and private hire car trade. The requirement to provide accessible vehicles is extended to include these transport providers. Bus companies will not be able to refuse a job because, for example, it may take longer to pick up disabled students.

## Training

In order to meet our responsibilities under the Acts, we need to ensure that all staff, including the elected Governors, are aware of the general duty to promote race, disability and gender equality, and any specific duties relevant to their roles.

All existing and new staff will be made aware of the Academy's equality policy, its purpose and how it takes effect. Specific training will be undertaken on key aspects of the policies, most particularly for staff with designated responsibilities such as the teachers responsible for racist incidents, special educational needs etc.

Additionally, we will monitor all training provided to teachers and staff to ensure that there is an equitable take-up and provision.

## Responsibilities

### The Governing Body

The governors are responsible for:

- making sure the Academy complies with all relevant legislation, and
- making sure the equality policy and equality scheme are followed
- ensuring that the procedures for candidates to stand for election and for parents to vote for candidates are accessible

### The Head Teacher

The head teacher is responsible for:

- making sure the equality policy and equality scheme are readily available and that the governors, staff, pupils, and their parents and guardians know about them
- making sure the equality policy and equality scheme are followed
- producing regular information for staff and governors about the policy and scheme and how they are working, and providing training for them, if necessary;
- making sure all staff know their responsibilities and receive training and support in carrying these out; and
- taking appropriate action in cases of harassment and/or discrimination.

### All Staff

All staff are responsible for:

- dealing with discriminatory incidents, and being able to recognise and tackle bias and stereotyping;

- promoting equal opportunities and good community relations, and avoiding discrimination against anyone for reasons of race, nationality, ethnic or national origins, disability, gender, religion or belief, age or sexual orientation
- keeping up to date with the law on discrimination, and taking up training and learning opportunities.

### **Visitors and contractors**

Visitors and contractors are responsible for:

- knowing, and following, our equality policy.

## Educational Inclusion Policy

*(includes Special Educational Needs (SEN) Policy)*

### Educational inclusion

Our Academy aims to be an inclusive Academy. We actively seek to remove the barriers to learning and participation that can hinder or exclude individual pupils, or groups of pupils. This means that equality of opportunity must be a reality for our children. We make this a reality through the attention we pay to the different individual, and groups of, children within our Academy:

- girls and boys;
- minority ethnic and faith groups;
- children who need support to learn English as an additional language;
- disabled children
- children with special educational needs;
- able, gifted and talented children;
- children who are at risk of disaffection or exclusion;
- travellers;
- asylum seekers.

The National Curriculum is a key part in planning a curriculum that meets the specific needs of individuals and groups of children. We meet these needs through:

- setting suitable learning challenges;
- responding to children's diverse learning needs;
- overcoming potential barriers to learning and assessment for individuals and groups of pupils;
- providing other curricular opportunities outside the National Curriculum to meet the needs of individuals or groups of children;
- commitment to 'Extended Academy' provision;
- commitment to 'Every Child Matters' agenda;

We achieve educational inclusion by continually reviewing what we do, through asking ourselves these key questions:

- do all our children achieve their best?
- are there differences in the achievement of different groups of children?
- what are we doing for those children who we know are not achieving their best?
- are our actions effective?
- are we successful in promoting racial harmony and preparing pupils to live in a diverse society?

In our Academy we aim to offer excellence and choice to all our children, whatever their ability or needs. We have high expectations of all our children. We aim to achieve this through the removal of barriers to learning and participation. We want all our children to feel that they are a valued part of our Academy community. Through appropriate curricular provision, we respect the fact that children:

- have different educational and behavioural needs and aspirations;

- require different strategies for learning;
- acquire, assimilate and communicate information at different rates;
- need a range of different teaching approaches and experiences.

Teachers and other support staff respond to children's needs by:

- providing support for children who need help with communication, language and literacy;
- planning to develop children's understanding through the use of all their senses and of varied experiences;
- planning for children's full participation in learning, and in physical and practical activities;
- helping children to manage their behaviour and to take part in learning effectively and safely;
- helping individuals to manage their emotions, particularly trauma or stress, and to take part in learning.

### Teaching and learning style

We aim to give all our children the opportunity to succeed and reach the highest level of personal achievement. We analyse the attainment of different groups of pupils to ensure that all pupils are achieving as much as they can. We also make ongoing assessments of each child's progress. Teachers use this information when planning their lessons. It enables them to take into account the abilities of all their children. For some children, we use the programmes of study from earlier key stages.

When the attainment of a child falls significantly below the expected level, teachers enable the child to succeed by planning work that is in line with that child's individual needs. Where the attainment of a child significantly exceeds the expected level of attainment, teachers use materials from a later key stage, or extend the breadth of work within the area or areas for which the child shows particular aptitude.

Teachers are familiar with the equal opportunities legislation covering race, gender and disability.

Teachers ensure that all children:

- feel secure and know that their contributions are valued;
- appreciate and value the differences they see in others;
- take responsibility for their own actions;
- are taught in groupings that allow them all to experience success;
- use materials that reflect a range of social and cultural backgrounds, without stereotyping;
- have a common curriculum experience that allows for a range of different learning styles;
- have challenging targets that enable them to succeed;
- participate fully, regardless of disabilities or medical needs.

## Disabled Children

Some children in our Academy have disabilities. We are committed to meeting the needs of these children, as we are to meeting the needs of all groups of children within our Academy. The Academy fully meets the requirements of the amended *Disability Discrimination Act* that came into effect in September 2002. All reasonable steps are taken to ensure that these children are not placed at a substantial disadvantage compared to non-disabled children.

The Academy is committed to providing an environment, within its resources, that allows disabled children full access to all areas of learning. All our classroom entrances are wide enough for wheelchair access, and the designated points of entry for our Academy also allow wheelchair access. We use specialist desks, chairs and other furniture/equipment as and when necessary for pupils with specific physical needs. Our Equality and Diversity Strategy (including Disability Equality Scheme and Accessibility Plan) identifies how we intend to increase the extent to which disabled pupils can take advantage of all that our Academy has to offer.

Teachers modify teaching and learning expectations as appropriate for children with disabilities. For example, they may give additional time to complete certain activities, or they may modify teaching materials. In their planning teachers ensure that they give children with disabilities the opportunity to develop skills in practical aspects of the curriculum.

Teachers ensure that the work undertaken by disabled children:

- takes account of their pace of learning and the equipment they use;
- takes account of the effort and concentration needed in oral work, or when using, for example, vision aids;
- is adapted or offers alternative activities in those subjects where children are unable to manipulate tools or equipment, or use certain types of materials;
- allows opportunities for them to take part in educational visits and other activities linked to their studies;
- includes approaches that allow hearing-impaired children to learn about sound in science and music, and visually-impaired children both to learn about light in science, and also to use visual resources and images both in art and design and in design and technology;
- uses assessment techniques that reflect their individual needs and abilities.

## Children with Special Educational Needs

We aim to meet the definition of Special Educational Needs (SEN), as stated in the Code of Practice. Special educational provision means: educational provision which is additional to, or otherwise different from, the educational provision made generally for children of their age in Academy. At any point in their Academy life a child may have Special Educational Needs.

This policy ensures that curriculum planning and assessment for children with special educational needs takes account of the type and extent of the difficulty experienced by the child.

The Disability Discrimination Act identifies the fact that some pupils with disabilities may have learning difficulties that call for special educational provision. However, not all children defined as disabled will require this provision. A child with asthma or diabetes, for example, may not have special educational needs, but may still have rights under the Disability Discrimination Act. We will assess each child as required, and make the appropriate provision, based on their identified needs.

### Commitments

- to create an environment that meets the special educational needs of each child;
- to ensure that the special educational needs of children are identified, assessed and provided for;
- to make clear the expectations of all partners in the process;
- to identify the roles and responsibilities of staff in providing for children's special educational needs;
- to enable all children to have full access to all elements of the Academy curriculum;
- to ensure that parents are able to play their part in supporting their child's education;
- to ensure that our children have a voice in this process.

All children are assessed when they enter our Academy (see Assessment Policy), so that we can build upon their prior learning. We use this information to provide starting points for the development of an appropriate curriculum for all our children.

If our assessments show that a child may have a learning difficulty, we use a range of strategies that make full use of all available classroom and Academy resources. The child's registration teacher will offer interventions that are different from or additional to those provided as part of the Academy's usual working practices. The registration teacher will keep parents informed and draw upon them for additional information. The Special Educational Needs Coordinator (SENCO), if not already involved, will become involved if the teacher and parents feel that the child would benefit from further support. The SENCO will then take the lead in further assessments of the child's needs.

We will record, in an Individual Education Plan (IEP), the strategies used to support the child. The IEP will show the short-term targets set for the child, and the teaching strategies to be used. It will also indicate the planned outcomes and the date for the plan to be reviewed. In most cases, this review will take place at least twice a year.

If the IEP review identifies that support is needed from outside services, we will consult parents prior to any support being actioned. In most cases, children will be seen in Academy by external support services. This may lead to additional strategies or strategies that are different from those used in Academy Action. This enhanced level of support is called Academy Action Plus. External support services will provide

information for the child's new IEP. The new strategies in the IEP will, wherever possible, be implemented within the child's normal classroom setting.

If the child continues to demonstrate significant cause for concern, a request for statutory assessment will be made to the County Council. A range of written evidence about the child will support the request.

The role of the SENCO is to:

- manage the day-to-day operation of the policy;
- co-ordinate the provision for and manage the responses to children's special needs;
- support and advise colleagues;
- oversee the records of all children with special educational needs;
- act as the link with parents;
- act as the link with external agencies and other support agencies;
- monitor and evaluate the special educational needs provision, and report to the governing body;
- manage a range of resources, both human and material, to enable appropriate provision to be made for children with special educational needs;
- contribute to the professional development of all staff.

### **The role of the governing body**

The governing body has due regard to the Code of Practice when carrying out its duties toward all pupils with special educational needs.

The governing body does its best to secure the necessary provision for any pupil identified as having special educational needs. The governors ensure that all teachers are aware of the importance of providing for these children. They consult the LEA and other Schools, when appropriate, and report annually to parents on the success of the Academy's policy for children with special educational needs. The governing body ensures that parents are notified of any decision by the Academy that SEN provision is to be made for their child.

The governing body has identified a governor to have specific oversight of the Academy's provision for pupils with special educational needs. The 'responsible person' in this Academy is the Principal. The Principal ensures that all those who teach a pupil with a statement of special educational needs are aware of the nature of the statement.

The SEN governor ensures that all governors are aware of the Academy's SEN provision, including the deployment of funding, equipment and personnel.

### **Allocation of resources**

The SENCO is responsible for the operational management of the specified and agreed resourcing for special needs provision within the Academy, including the provision for children with statements of special educational needs.

The Principal informs the governing body of how the funding allocated to support special educational needs has been used.

## Assessment

We recognise that the identification of a child's need can be made by a number of people including G.P., Health Visitor, previous teacher/educator, parent.

- Early identification is vital. The class teacher informs the parents at the earliest opportunity to alert them to concerns and enlist their active help and participation.
- The class teacher and the SENCO assess and monitor the children's progress in line with existing Academy practices. This is an ongoing process.
- The SENCO works closely with parents and teachers to plan an appropriate programme of support.
- The assessment of children reflects as far as possible their participation in the whole curriculum of the Academy. The class teacher and the SENCO can break down the assessment into smaller steps in order to aid progress and provide detailed and accurate indicators.
- The County Council seeks a range of advice before making a formal statement. The needs of the child are considered to be paramount in this.

## Access to the curriculum

All children have an entitlement to a broad and balanced curriculum, which is differentiated to enable them to:

- understand the relevance and purpose of learning activities;
- experience levels of understanding and rates of progress that bring feelings of success and achievement.

Teachers use a range of strategies to meet children's special educational needs. Lessons have clear learning objectives; we differentiate work appropriately, and we use assessment to inform the next stage of learning.

Individual Education Plans, which employ a small-steps approach, feature significantly in the provision that we make in the Academy. By breaking down the existing levels of attainment into finely graded steps and targets, we ensure that children experience success. All children at both Academy Action and Academy Action Plus levels have an IEP.

We support children in a manner that acknowledges their entitlement to share the same learning experiences that their peers enjoy. Wherever possible, we do not withdraw children from the classroom. There are times, though, when to maximise learning, we

ask the children to work in small groups, or in a one-to-one situation outside the classroom.

### **Partnership with parents**

The Academy works closely with parents in the support of those children with special educational needs. We encourage an active partnership through an ongoing dialogue with parents. The home-Academy agreement is central to this. Parents have much to contribute to our support for children with special educational needs.

The Academy prospectus contains details of our policy for special educational needs, and the arrangements made for these children in our Academy. A named governor takes a particular interest in special needs and is always willing to talk to parents.

We have regular meetings each term to share the progress of special needs children with their parents. We inform the parents of any outside intervention, and we share the process of decision-making by providing clear information relating to the education of children with special educational needs.

### **Pupil participation**

In our Academy we encourage children to take responsibility and to make decisions. This is part of the culture of our Academy. Children are involved at an appropriate level in setting targets in their IEPs and in IEP review meetings. Children are encouraged to make judgements about their own performance against their IEP targets. We recognise success here as we do in any other aspect of Academy life.

### **Monitoring and review**

The Special Education Needs Coordinator (SENCO) monitors the movement of children within the SEN system in Academy. The SENCO provides the Principal with regular summaries of the impact of the policy on the practice of the Academy.

The SENCO is involved in supporting teachers involved in drawing up Individual Education Plans for children. The SENCO and the Principal hold regular meetings to review the work of the Academy in this area. The SENCO and the named governor with responsibility for special needs also hold termly meetings.

The governing body reviews this policy annually and considers any amendments in the light of the annual review findings. The SENCO reports the outcome of the review to the full governing body.

## Racist Incidents Policy

### Dealing with and Handling Racist Incidents in Academy

The Race Relations (Amendment) Act 2000 requires that we take active steps to eliminate unlawful racial discrimination, to promote equality of opportunity and to promote good race relations between persons of different racial groups.

We take a positive approach to this duty through our equality policy and taking steps to build cohesive communities through our curriculum, teaching practices and staffing arrangements.

However, in the event that racist incidents take place in Academy, we have a duty and responsibility to deal with these effectively.

A racist incident is defined as 'any incident which is perceived to be racist by the victim or any other person'. The definition is such to prevent pre-judging the circumstances and nature of the offence.

Racist behaviour can be manifest in various forms, for example:

- Physical assault
- Physical intimidation
- Verbal abuse
- Insensitive/inappropriate remarks
- Racist graffiti
- Written comments/drawings
- Abuse of/damage to personal property
- Non-cooperation/disrespect

In dealing with and handling any such incidents that might arise, we work to the guidance in the Lincolnshire County Council handbook. This defines levels of offence, and the appropriate body to handle them. Lower level incidents we will handle within the Academy. However, incidents which are defined as crimes, we are duty bound to report to the Police Authority.

In following these procedures, we will record *all* racist incidents that are investigated, and any actions undertaken.

### Reporting Racist Incidents

We make available a reporting form to any member of the Academy community so that any racist incident may be reported to us. The Principal will receive and handle all such reports and inform the Governors of the Academy who, in turn, will report the number and nature of incidents in their Annual Report.

Each year, we will inform Lincolnshire County Council of the levels of incidents also.

### Reviewing Reports Received

Upon the receipt of a reported possible racist incident, the Principal and management team of the Academy will determine with immediate priority whether the incident constitutes a matter of child protection (the determination is whether the child or young person is likely to suffer 'significant harm' - as defined by The Children Act 1999). If the issue is of child protection, it would be immediately referred to relevant

Academy staff member responsible for such issues, and procedures followed as determined in the Lincolnshire Schools Administration Handbook.

If the incident does not constitute a child protection issue, then an internal investigation will take place to establish whether the incident occurred, and whether the motivation was racist. Upon determination, and conditional on the severity of the incident, the Academy will take appropriate action with both the victim and the perpetrator and involve outside agencies as appropriate.

Where relevant, other policies within the Academy may be used to handle any alleged incidents. Our Bullying Policy, Child Protection Policy and staffing procedures are all related. Full details of procedures, monitoring forms and processes, and further guidance are found in the Lincolnshire County Council guidance for Schools on 'Dealing with and handling racist incidents in Schools' (2006) and the Schools Administration Handbook.