

# Sale High School

## Equality and Diversity Policy

### Principle:

It is our mission to ensure that every young person is prepared for their next steps in education and life regardless of background. Our main aim is to continue to raise standards including narrowing gaps between identified groups. We believe that progress is down to hard work, outstanding teaching and interventions, knowing every child, high expectations and self-belief. We expect all members of Sale High School to come to school to achieve and demonstrate their commitment to this through their smart appearance, respectful manners and exceptional learning behaviour habits. We recognise our duty in setting specific, measurable equality objectives and the following four objectives are included in our school development plan.

The General Equality Duty requires public authorities to have due regard to the need to:

- Eliminate discrimination, harassment and victimisation and any other conduct that is prohibited by or under the Act
- Advance equality of opportunity between people who share a relevant protected characteristic and people who do not share it
- Foster good relations between people who share a relevant protected characteristic and those who do not share it

As a school we are also required to follow the specific duties. This means we need to:

- Define one or more equality objectives that support the aims of the general duty and at least every four years thereafter
- Ensure the objectives are specific and measurable
- Publish the objectives so that they are accessible to the public.

### Purpose

Governors and staff at Sale High School will implement this Equality and Diversity Policy in accordance with the Equality Act (2010). It represents a commitment to a common set of values and objectives and to a consistent approach to communicating, implementing and monitoring the policy. We are committed to promoting and achieving equality of opportunity for all students, staff, Governors and visitors. We believe that all people are of equal value and are entitled to equality of opportunity irrespective of **Age, Disability ,Gender, gender reassignment or sexual orientation, Marriage and civil partnership Pregnancy and maternity, Race, Religion or belief.**

This policy is therefore underpinned by the following values, principles and standards;

- equality and social justice
- acknowledging and valuing diversity
- respect for others
- compliance with equal opportunities legislation

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- elimination of all forms of prejudice and unfair discrimination
- active challenge to stereotypes, prejudiced attitudes and unfair discriminatory behaviour
- commitment to inclusive education which enables and supports all pupils to develop their full potential
- accountability for compliance with this policy by all members of the School communities and others engaged in School business or activities.

### **Responsibilities and accountabilities**

The Governors are responsible for:

- making sure the School follows all of its equality and diversity/Human Rights policies and codes, and meets its legal responsibilities with respect to equality

The Headteacher is responsible for:

- ensuring policies and procedures are in place to comply with all equality legislation
- ensuring that the School implements its equality and diversity policies and codes of practice following the relevant procedures and taking action in cases of unfair discrimination, harassment or bullying ensuring that appropriate records are kept of any cases of unfair discrimination, harassment or bullying

School managers are responsible for:

- putting the School's equality and diversity policies and codes into practice
- making sure that all staff know their responsibilities and receive the support and training necessary to carry them out following the relevant procedures and taking action in cases of unfair discrimination, harassment or bullying

All staff are responsible for:

- promoting equality and diversity, and avoiding unfair discrimination
- challenging any incidents of unfair discrimination, or racial, sexual or other stereotyping, perpetrated by pupils or other staff
- keeping up-to-date with equality law and participating in equal opportunities and diversity training
- reporting any incidents of unfair discrimination, harassment or bullying to senior managers

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Pupils are responsible for:

- respecting others in their language and actions
- obeying all of the School's equality and diversity policies and codes of practice

### Monitoring and review

This Equality and Diversity Policy has been approved and adopted by the Board of Governors of the School and will be reviewed every four years to ensure it remains compliant with Equality and Diversity legislation. The school will prepare and publish details of its equality objectives on an annual basis. This will be prepared in consultation with governors, staff, pupils and published on the school website

### Equality Objectives for Sale High School 2016-17

1. To address the annual fluctuations in the attainment and achievement of **boys and girls, particularly girls in maths**, and so ensure greater consistency across a range of measures including Progress 8, Attainment 8 and the Ebacc measure and the % achieving a good pass in both English and Maths.
2. To close the **Pupil Premium** gap across a range of measures, **especially for High Level Learners**, including Progress 8, Attainment 8 and the Ebacc measure and the % of those achieving a good pass in both English and Maths.
3. To improve results for **White British** students across a range of measures including Progress 8, Attainment 8 and the % achieving a good pass in both English and Maths.
4. Further support the increasing number of **EAL students** in order that they achieve in line with non EAL counterparts by identifying and evaluating specific needs and effective interventions

### Linked documents

Equality Duty and SEN Data

School Development Plan

**Responsible:** Deputy Headteacher Safeguarding, Standards and Achievement, SENCO

**Review Date:** November 2019