Blenheim High School

Equality Policy

Introduction
The duty to promote equality, as defined within the Equality Act (2010) covers race, disability, gender, age, religion or belief and sexual orientation along with pregnancy or maternity and gender reassignment. These are known within the Equality Act and within this policy as "protected characteristics". It requires all schools, when carrying out their functions, to have due regard to the need to:

- Promote equality of opportunity.
- Eliminate unlawful discrimination.
- Eliminate harassment and victimisation.
- Promote equality by recognising and celebrating differences between people.
- Encourage disabled people's participation in public life.
- Take steps to take into account people's disabilities, even where that involves more favourable treatment.

Our Equality Policy is a statement of vision and guidance. The separate public sector duty to promote equality, expressed through the Equality Scheme, outlines how we will fulfil this duty by providing a plan of action to tackle and eliminate aspects of discrimination.

School Context
The overall school population consists of students from twelve wards across Epsom and Ewell and the Sutton Worcester Park area which makes for a comprehensive intake.
We recently (2012) consulted on our school mission and aims and have replaced 'excellence in partnership' with 'believe and achieve' as part of a drive towards improving aspiration. Our entry on intake falls just below the national average.

- Eligibility for Free School Meals is 5.43% (compared to 13.6% secondary academies nationally)
- The percentage of students from minority ethnic groups is 21.8% (compared to 26.7% secondary academies nationally)
- The number of students for whom English is not their first language is 11.8% (compared to 14.6% secondary academies nationally)
- 6.6% of students have a SEN Status of E, K or S. (compared to 12.4% SEN, E,K, secondary academies nationally)
  National Figures Source: 2016 National Tables for National Results

Aims & Values

At Blenheim High School we are committed to ensuring community cohesion through the promotion of equality of opportunity and to ensuring that there is an understanding of diversity for all those within the school community. We recognise that schools exercise a powerful influence that can either reflect and reinforce discrimination and stereotyping or be a potent agent for countering such undesirable behaviour. Our aim is to eliminate unlawful discrimination and promote equal opportunities and good community relations in all areas of school life. This statement affirms the School's commitment to work proactively to promote equal opportunities and cohesion for all groups and in all areas, and offers ways of examining and, where necessary, improving professional practices.

Our mission statement is to 'believe and achieve'. Together we:

- Excel in all we do
- Respect each other
- Welcome opportunities
- Enjoy challenges
- Celebrate success

Our strategic aim is to provide an outstanding education for the students of Blenheim High School. Our key priorities are to:

1. Build and maintain high quality relationships between all members of the school community
2. Secure outstanding teaching and learning
3. Deliver excellent progress and attainment for all groups of students
4. Embed the use of iPads to personalise learning
5. Promote high quality leadership at all levels
6. Ensure the financial security of the Academy and any future MAT

At Blenheim High School we will work actively to promote equality and foster positive attitudes and commitment to an education for equality. We will do this by:

- Implementing the actions in the Equality Scheme within three years.
- Reporting on the Scheme annually.
- Reviewing and revising the Scheme every three years.

Overall Approach to Promoting Equality, Diversity & Teaching Discrimination

Equality is promoted through this Policy, the separate Equality Scheme and the separate Disability Accessibility Plan. Blenheim High School seeks to ensure that no students, staff, parents, guardians, carers or any other person through their contact with the school receive less favourable treatment on any grounds which cannot be shown to be justified.

Roles & Responsibility

We recognise that the successful implementation of this policy requires commitment from all members of the school community.

The Governors will:

- ensure that the school complies with the current equality legislation
- ensure that this policy and its procedures are followed
- promote training, awareness and understanding within the Governing body
- ensure the needs of those identified with protected characteristics are safeguarded when implementing change
- require an annual report on the implementation of the Equality Scheme

The Head teacher and Leadership Team will:

- ensure that the policy is readily available and that the governors, staff, students and their parents/carers know about it
- ensure that procedures are followed
- produce regular information for staff and governors about the policy and how it is working, and provide training for them on the policy if necessary
- ensure that all staff know their responsibilities and receive training and support in carrying these out.
- take appropriate action in cases of discrimination and harassment
- plan for the needs of those identified with protected characteristics when implementing change
- promote equality of opportunity and tackle discrimination

The staff will:

- plan for the inclusion of all students in all activities both in and outside the classroom
- model good practice, dealing with discriminatory incidents and being able to tackle bias and stereotyping
- promote community cohesion, equality and avoiding discrimination against anyone
- keep up to date with the law on discrimination and taking training and learning opportunities
- report all concerns, including racist and homophobic incidents

The students will:

- keep equality and diversity issues on the School Council agenda, through a shared input with staff on developing policies relating to this area
- include all students in school activities both inside and outside the classroom
- treat all staff and students with respect
- report all incidents of discrimination

Parents/Carers will:

- inform the school of the needs of their children and how they can be met
- treat all members of the Blenheim community with respect
- report all incident of discrimination

Visitors and contractors will:

- inform the school of their needs (access and communication within the school) and how they can be met
- treat all members of the Blenheim community with respect
- report all incident of discrimination

Monitoring, Reviewing & Assessing Impact

The School's Equality Policy, practice and outcomes relating to equality, diversity and community cohesion will be kept under regular review through the Headteacher's termly report to the Governing Body. The practice and results in other related areas (e.g. recruitment, appointments, appraisals, rewards and sanctions, anti-bullying) will be considered and monitored to identify any indications of discriminatory and stereotyping practices and behaviour. Any issues identified in the annual monitoring will be addressed in the School Improvement Plan.

Publication

This Policy will be available to staff via the school intranet and to parents and other stakeholders on the school website.