



# Spring Lane School

## EQUALITY POLICY

### 2022-2024

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V1	Dec 2021	Specific school targets recommended after Governors meet to ratify	J Bradley	Edited
V2	Jan 2022	Amendments above made, objectives added	J Bradley	Approved

## **1. INTRODUCTION**

Spring Lane School is a diverse organisation, where people from many different backgrounds and cultures work together. The School and its partners have a longstanding commitment to celebrating this diversity, promoting good relations between our diverse communities, and ensuring that its services are appropriate and accessible for everyone.

We want the School to be a place where every child is able to achieve their potential, regardless of their background, their circumstances, or where they live.

The School welcomes the Equality Act 2010, which restates the important role that we all play in tackling equality and building strong and confident communities. This policy statement describes how the School responds to the requirements of the Equality Act 2010.

## **2. THE LEGISLATIVE CONTEXT: THE EQUALITY ACT 2010**

The Equality Act 2010 ('the Act') sets out the law around equality matters in Great Britain. The Act provides protection against discrimination for the following range of diversity groups (or 'protected characteristics'):

- Age
- Sexual orientation
- Disability
- Religion or belief
- Sex/gender
- Pregnancy and maternity
- Gender reassignment
- Marriage and civil partnership
- Race (including ethnic or national origins; colour; nationality)

In addition to the protected characteristics set out by the Act, the School believes it is also important to consider caring status and socio-economic conditions as part of its work around equality.

Under the terms of the Equality Act the School has a general duty to show that it has 'due regard' to:

- Eliminating unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Act.
- Advancing equality of opportunity between people who share a protected characteristic and people who do not share it.
- Fostering good relations between people who share a protected characteristic and people who do not share it.

## **3. SPRING LANE SCHOOL'S RESPONSE TO THE EQUALITY ACT 2010 :**

As set out in section 1, the School welcomes the provisions of the Equality Act 2010, and the emphasis which this places on local authorities as drivers of equality in their local areas.

As an employer, we strive to create a culture where diversity is respected and celebrated. We aim

to achieve the following Objectives:

- Ensure that all of our policies and processes are fair and help to advance opportunity between staff from all groups,
- Reaffirm that effective leadership and operational delivery on equalities matters is a core competency for the leadership team, and ensure that they are aware of and have the training and information they need to fulfil their obligations under equality legislation.
- Ensure that all staff have the appropriate training to support and respect the differing needs of our diverse communities. This is particularly important for those staff members who are working with vulnerable children, and those at risk of social exclusion.
- Have a workforce which is broadly representative of the local population in the long-term.
- Seek to ensure that our workforce is representative across all levels, including the highest tiers.
- Create an environment in which employees from across the range of protected characteristics feel satisfied with and supported in their work.

The School's equality duties include eliminating discrimination through the application of a robust policy framework that underpins our roles as employer and service provider.

### **Eliminating discrimination in the workplace**

Our policies are clear about eliminating discrimination in the workplace by ensuring that fair and equal opportunity is afforded to staff from all groups and that individuals have recourse to an objective Panel hearing, if necessary, to test any issue of fairness in relation to conduct, treatment or behaviour at work. Further, all matters relating to employment terms and conditions are determined in consultation with the recognised Trades' Unions through a system of collective bargaining, which ensures that matters of collective equity are addressed from inception. Those policies which are most pertinent to equalities matters are listed below:

- Anti-harassment policy statement
- Managing capability procedure
- Code of conduct policy
- Dismissal and disciplinary procedure
- Domestic violence policy
- Equality policy
- Ex-offenders policy
- Flexible working request policy
- Grievance procedure
- Leave of absence policy
- Managing sickness absence policy
- Maternity and paternity policies
- Recruitment and selection code of practice
- Religious observance guidance
- Redundancy policy
- Retirement procedure
- Whistleblowing policy

Bury LA have established a range of policies relating to Equality including those above , Spring Lane school has adopted the Bury Documents these are available from the school.

## **Eliminating discrimination as a service provider**

As a School our services are based on a firm and objective understanding of children's needs and the recognition that, while we would expect all children to receive an equitable standard of service, different children will have differing needs of requirements.

## **Advancing equality of opportunity**

As an employer, the School has an opportunity to advance equality of opportunity in employment, both as an individual employee; and as a member of the employer community in Bury. Within the workplace, we believe that having an organisational culture where diversity is respected and supported is essential. We aim to provide a comprehensive package of training around equalities matters for all our managers, built into our package of essential skills and knowledge for those in leadership roles.

## **Fostering good relations**

The School has an important role in the community, and fostering good relations is a central part of our work to build community and social cohesion in the local area. Engaging effectively with our communities is central to our success, since this helps us to understand the issues which are of importance to our communities.

## **Staff Code of Conduct**

As a member staff (which includes students, volunteers and visitors on any of our sites) we agree to follow the Code of Conduct as laid out below:

We will:

- .. Treat people equally regardless of ability, age, gender, sexuality, race, religion or position in school.
- .. Present ourselves as good role models.
- .. Listen to what children and adults have to say and value and respect their opinions.
- .. Engage in a professional dialogue when our ideas and opinions differ.

## **Specific Objectives**

Spring Lane School is a diverse organisation that is committed to improving equality across all aspects of the school. To ensure our service is appropriate and accessible to everyone, we have committed to the objectives below to prioritise this agenda.

Objective	Evidence to support the achievement of objectives
By end of September 2022 to share policy objectives with all staff	CPD log Shared resources
By April 2023 to have undertaken an analysis of recruitment data and trends, regarding race, gender and disability to give us a better contextual understanding of staffing across the school and	A review documented Identification of under-representation

identify areas where we may be underrepresented.	Governors updated with the findings in Summer Full Governors Meet 2023
By October 2023 ensure staff involved in recruitment have completed equal opportunity training	CPD log Increased awareness and demonstration of equal opportunities
By end of June 2023 ensure all staff have undertaken training to build their understanding of equality issues and improve their confidence to deliver inclusive and equality practice.	CPD log Staff voice findings All staff will demonstrate a better understanding of equal opportunities
By January 2024 undertake a review of curriculum, including activities, resources and literature, to ensure that cultural awareness is present, diversity is reflected and inclusivity is promoted	Report of findings Actions for Improvement Investment and training recommendations

**Policy Monitoring, Evaluation and Review**

The Headteacher and Governing Body will review this policy annually and assess its implementation and effectiveness.

Adopted by Spring Lane School On 1<sup>st</sup> January 2022.....

Chair of Governors

*Verna Shaw* .....

Headteacher

*[Signature]* .....