



## Equality Policy

Approved	/ /
To be reviewed	/ /
Signed (Chair of Governors)	
Signed (Proprietor)	

## Policy Aims

The School recognises the benefits of being a diverse school community, with individuals who value one another and the different contributions everyone can make. Pupils are taught to value and respect each other. PPCS recognises and accepts its responsibilities under the law (set out in the UK Equality Act 2010) and opposes discrimination on the basis of:

- Disability
- Gender
- Gender reassignment
- Pregnancy and maternity
- Race
- Religion or belief (including a lack of religion or belief)
- Sexual orientation And in the case of adult members of PPCS
- Marital or civil partnership status and
- Age

PPCS also opposes all bullying and discrimination on the basis that the person has a special educational need or learning difficulty or because English is an additional language or because of their medical status such as that an individual is HIV positive. These factors are taken into account in the care of our community members so that care is sensitive to different needs. PPCS aims to ensure that all policies and practices conform with the principle of equal opportunities and comply with the public sector equality duty set out in Section 149 of the Equality Act 2010. PPCS will tackle inappropriate attitudes and practices through staff leading by example, through cross curricular approach, through a supportive school culture and through the School's policies. This equality policy is consistent with all of PPCS' policies.

## Scope of the Policy

This policy applies to all members of the School community. We aim to:

- Prepare all pupils for life in a pluralist society as we promote British Values in a positive and inclusive way.
- Respond to the educational needs of individuals and their varied backgrounds and remove or help to overcome barriers for pupils where they already exist.
- Promote attitudes and values which enable the School community to recognise the work of every individual.
- Challenge racism, prejudice and bias in all its forms.
- Remove practices and procedures which intentionally or not have the effect of being discriminating.
- Take reasonable steps to avoid putting disabled people at a substantial disadvantage (the reasonable adjustments duty).
- Foster mutual tolerance and positive attitudes so everyone can feel valued at PPCS, including all those who identify as LGBTQ+.
- Value all cultures, religions and languages, and draw on the diversity they offer for curriculum enrichment.

- Ensure that all Priory Park Community School pupils, staff, teaching and non-teaching, together with Governors and parents are involved in developing this cross-curricular dimension.

## Admissions

PPCS accepts referrals from and admits pupils irrespective of their race, disability, sexual orientation, religion or belief or special educational needs and will not discriminate on these grounds in the terms in which a place is offered. PPCS will treat all referrals in a fair, open minded way.

## Education For Diversity

Priory Park Community School seeks to prepare all pupils for life in a world where they will meet, live and work with people of different cultures, religions and ethnic origins.

- All pupils will have equal access to all benefits, services, facilities, classes and subjects, including all sports, subject only to considerations of safety and welfare.
- All pupils will have access to additional education or training including specialist language training if needed.
- PPCS will not discriminate against any pupil by excluding them from PPCS or subject them to any punishment on the grounds of race, disability, sexual orientation, religion or belief or special educational needs.

We aim for all our pupils to reach the highest levels of personal achievement. To do this we will:

- We will use tracking data to ensure the support we provide our pupils is effective and appropriate
- Monitor achievement by ethnicity and disability and action any gaps.
- Take account of the achievements of all pupils when planning for future learning and setting challenging targets.
- Use materials that reflect the diversity of the School.
- Promote attitudes and values that will challenge racist and other discriminatory behaviour or prejudice.
- Provide opportunities for pupils to appreciate their own culture and celebrate the diversity of other cultures.
- All pupils are encouraged to work and play freely subject to considerations of safety and welfare. Pupils are encouraged to question assumptions and stereotypes.
- PPCS will not tolerate bullying or cyberbullying for any reason. (see anti-bullying policy).School

## Uniform

PPCS uniform policy applies to all pupils. However, the School will consider reasonable requests for individual variations of uniform on the basis of protected characteristics, as detailed in this policy.

## **Religious Belief**

PPCS respects the right and freedom of individuals to worship in accordance with their faith, or no faith, subject always to their respecting the rights and freedoms of the School community as a whole and considerations of safety and welfare.

## **Disability and Special Educational Needs.**

Through its commitment to offering equality of opportunity to all pupils, the School's development plan, schemes of work, learning environment and teaching strategies should contribute to providing an appropriately individual curriculum for all its pupils, including those with Special Educational Needs and Disabilities (SEND). We maintain and drive a positive culture towards inclusion of disabled people and those with special educational needs in all the activities of PPCS and we will not treat a member of PPCS less favourably on these grounds without justification. PPCS monitors the physical features of its premises to consider whether disabled users of the premises are placed at a substantial disadvantage compared to other users. PPCS has taken 4 steps to improve access for disabled users. The School has an accessibility plan which is reviewed annually. Pupils with Special Educational Needs. To see details of the SEND policy and its implementation -see SEND policy document.

## **Responsibilities**

All members of the PPCS community are expected to comply with this policy and therefore to treat others with dignity at all times without regard to their gender, marital/civil partnership status, race, disability, sexual orientation, gender re-assignment, religion, belief or age. The Board of Governors has overall responsibility for the effective operation of this policy and for ensuring compliance with the relevant statutory framework prohibiting discrimination. The Governors have delegated to the Headteacher the day-to-day responsibility for operating the policy and ensuring its accessibility, availability, maintenance and review. The senior leadership team is responsible for ensuring that appropriate arrangements to monitor the performance of potentially disadvantaged pupils are in place.

## **Monitoring and review**

To ensure this policy is operating effectively PPCS collects and analyses a range of equality information. The Headteacher is responsible for the ongoing monitoring and regular analysis of the data and will arrange for the taking of appropriate positive steps to eliminate unlawful direct and indirect discrimination where necessary. The policy is reviewed annually.

## **Complaints**

If you believe that you have received less favourable treatment on any of the unlawful grounds listed earlier in the policy then please contact one of the senior staff at the School. If you continue to feel that the complaint has not been dealt with appropriately then you should raise the matter through PPCS's formal complaints procedure. All reported breaches of this policy will be recorded and this record will be reviewed annually.