



# The Richmond School

## Equality Information and Statement 2022/2023

To be reviewed annually by the Headteacher  
Last Review: Nov 2022

This document should be read alongside the Equality Statement.

*We are 'The Richmond Family': Learning Today for a Better Tomorrow*

# **The Richmond School Equality Policy**

## **Purpose of the policy**

The Equality Act 2010 was introduced to ensure protection from discrimination, harassment and victimisation on the grounds of specific characteristics (referred to as protected characteristics). This means that schools cannot discriminate against pupils or staff or treat them less favourably because of their sex (gender), race, disability, religion or belief, gender reassignment, sexual orientation or pregnancy or maternity.

Age and marriage and civil partnership are also “protected characteristics” but are not part of the school provisions related to pupils.

The Act requires all public organisations, including schools to comply with the Public Sector Equality Duty and two specific duties:

The Public Sector Equality Duty or “general duty” This requires all public organisations, including schools to:

- Eliminate unlawful discrimination, harassment and victimization
- Advance equality of opportunity between different groups
- Foster good relations between different groups

Two “specific duties” - This requires all public organisations, including schools to

- Publish information to show compliance with the Equality Duty
- Publish Equality objectives at least every 4 years which are specific and measurable

This policy describes how our School is meeting these statutory duties and is in line with national guidance. It includes information about how our School is complying with the Public Sector Equality Duty and also provides guidance to staff and outside visitors about our approach to promoting equality.

When developing the policy we took account of the DfE guidance on the Equality Act 2010 and also the Ofsted inspection framework 2012, which places a strong focus on improving the learning and progress of different groups and on closing gaps in standards.

The Equality Act also applies to schools in their role as employers, and the way we comply with this are found in the Lincolnshire County Council Employment Manual.

*We are ‘The Richmond Family’: Learning Today for a Better Tomorrow*

## **Roles and responsibilities**

All who work in the School have a responsibility for promoting equality and inclusion, and avoiding unfair discrimination.

### **Our Governors are responsible for:**

- Making sure the school complies with all current equality legislation
- Making sure this policy and its procedures are followed

### **The Headteacher and SLT are responsible for:**

- Making sure the policy is readily available and that the governors, staff, pupils and their parents know about it
- Making sure its procedures are followed; ensuring targets for the 'specific duties' are written at least every 4 years, worked on and evaluated yearly
- Producing an annual Equality Statement for governors, staff and parents on progress towards equality targets and an overview of the diversity of the School population
- Making sure all staff know their responsibilities and receive training and support in carrying these out
- Taking appropriate action in cases of harassment and discrimination

### **All our staff are responsible for:**

- Dealing with racist, sexist and homophobic incidents, and being able to recognise and tackle bias and stereotyping
- Providing a broad and balanced curriculum which values individuality and equality
- Promoting equality and good community relations and avoiding discrimination against anyone for reasons of race, colour, nationality, ethnic or national origins, gender, disability, religion or belief, sexual orientation or socio-economic circumstances
- Taking training and learning opportunities

## **Equal Opportunities for Staff**

- All staff appointments and promotions are made on the basis of merit and ability and in compliance with the law.

*We are 'The Richmond Family': Learning Today for a Better Tomorrow*

## **See School Employment Manual for further guidance on Equal Opportunities for Staff Recruitment**

### **How we address Equality Issues in our School Community *for children on a day-to-day basis***

- Our admissions arrangements are fair and transparent, and we do not discriminate against pupils, parents or staff by treating them less favourably on the grounds of their sex, race, disability, religion or belief, sexual orientation, gender reassignment, pregnancy or maternity.
- We actively promote equality and diversity through the curriculum and by creating an environment which champions respect for all.
- We collect data and monitor progress and outcomes of different groups of pupils and use this data to support school improvement. We take action to close any gaps, for example, for those making slow progress in acquiring age-appropriate literacy and number skills.
- We use a range of teaching strategies that ensures we meet the needs of all pupils and provide appropriate support and interventions for pupils at risk of underachieving.
- We teach about difference and diversity and the impact of stereotyping, prejudice and discrimination through PSHE and citizenship and across the curriculum.
- We prepare our pupils for life in a diverse society and ensure that there are activities across the curriculum that promotes the spiritual, moral, social and cultural development of our pupils.
- Our School's Behaviour Policy takes full account of the duties under the Equality Act. We closely monitor data on exclusions and absence from school for evidence of over-representation of different groups and take action promptly to address concerns.
- Our school challenges all forms of prejudice and prejudice-based bullying, which stand in the way of fulfilling our commitment to inclusion and equality. We treat all bullying incidents equally seriously. We keep a record of different prejudice-related incidents and details of how they were dealt with.
- Any complaint about unfair treatment by any member of our school community will be treated seriously using the School's complaints procedure.
- We are alert and proactive about the potentially damaging impact of negative language in matters such as race, gender, disability and sexuality. We promote a whole school ethos and values that challenge prejudice based discriminatory language, attitudes and behaviour.
- We provide opportunities for pupils, parents and staff to appreciate their own culture and celebrate the diversity of other cultures. We include the contribution of different cultures to world history.
- We use materials and resources that reflect the diversity of the school, world population and local community in terms of race, gender, sexual identity and disability, avoiding stereotyping.
- We are aware of the Reasonable Adjustment duty for disabled members of our community –  
*We are 'The Richmond Family': Learning Today for a Better Tomorrow*

designed to enhance access and participation to the level of non-disabled pupils and stop disabled children being placed at a disadvantage compared to their non-disabled peers. We make reasonable, appropriate and flexible adjustment for anyone with a disability.

## **Equality Target Setting**

Using school data we set targets to tackle any issues of discriminations, inequality and disadvantage. Our targets are specific and measureable including a time scale for success.

The targets represent our school's priorities and are the outcome of a careful review of and analysis of data and other evidence. They also take into account national and local priorities and issues, and social and economic factors.

We review and update our equality objectives at least every 4 years and report annually to the governing body on progress towards achieving them in our Equality Statement. This also contains an overview of the diversity of the School population.

The Equality Statement is published on our school website for parents and carers.

## **Monitoring, reviewing, assessing impact**

This policy will be regularly monitored and reviewed by staff and governors to ensure that it is effective in tackling discrimination, promoting access and participation, equality and good relations between different groups.

Our practice conforms to all existing legislation, in particular the Equality Act 2010.

Any employee found in breach of our School's Equality Policy will be subject to the School's disciplinary procedure.