



Equality and Diversity Policy

Spring 2020



St Martin's School



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1. Legislation

The Equality Act 2010 provides a single legislative framework to protect people from discrimination on the basis of 'protected characteristics':

- Age
- Sex
- Race
- Disability
- Religion and belief
- Sexual orientation
- Gender reassignment
- Pregnancy and maternity
- Marriage and Civil Partnership

Within this Act a single Public Sector Equality Duty (PSED) requires that we:

- Eliminate unlawful discrimination, harassment and victimisation
- Advance equality of opportunity between people who share a protected characteristic and those who do not
- Foster good relations between people who share a protected characteristic and those who do not

2. Our Ethos

Whinless Down Academy Trust fully understands the principle of the Act and the work needed to ensure that those with protected characteristics are not discriminated against. We are committed to equality, both as an employer and a service-provider, within everything we do. We understand how the PSED is designed to be flexible, light touch and proportionate rather than being bureaucratic or a 'tick-box' exercise, in order to achieve the best outcomes.

The following statements, although not exhaustive, outline our commitment to equality:

- We will endeavour to ensure that *everyone* is treated fairly and with respect.
- All see all learners, and their parents and carers, as of equal value
- We seek to make our school a safe, secure and stimulating place for *everyone*.
- We recognise that for some pupils extra support is needed to help them to achieve and be successful.
- We make reasonable adjustments
- We recognise the different experiences and prejudices which people with 'protected characteristics' might encounter

- We recognise that people have different needs, and we understand that treating people equally does not always involve treating them all exactly the same.
- We try to make sure that people from different groups are consulted and involved in our decisions, for example through talking to pupils and parents/carers, and through our School Council and Advocates.
- We aim to make sure that *no-one* experiences harassment, less favourable treatment or discrimination for any reason.
- We foster positive attitudes and relationships and a shared sense of cohesion and belonging
- We observe equalities in staff recruitment and retention

3. Public Sector Equality Duty (PSED)

It is our specific duty under the PSED to demonstrate that we are meeting the meeting the duties of the Act by:

- Publishing equality information
- Preparing and publishing equality objectives which show how we plan to tackle particular inequalities, and reduce or remove them

To do this we collect data based on protected characteristics and analyse this data to determine our focus for equality objectives. Both quantitative and qualitative data, from across our core provisions as a school is analysed, including admissions, attendance, attainment, exclusions, behaviour records and records of prejudice related incidents.

When significant policy decisions being made or policies developed, thought is always given to equality implications. Where appropriate, an equality impact assessment is undertaken.

The equality information published demonstrates how we fulfil our PSED to:

- Eliminate discrimination, harassment, victimisation and other conduct that is prohibited by the 2010 Act.
- Advance equality of opportunity between people who share protected characteristics and people who do not share it.
- Foster good relations across all characteristics – between people who share a protected characteristic and those who do not

Also under the Act we publish Equality Objectives which are designed to reduce or eliminate discrimination, to help improve the school experience for a group of pupils. Specific measureable objectives are set and reviewed annually.

Information is published via the school website with paper copies available upon request.

4. Accessibility Plan

Under the terms of the Act the school has implemented an accessibility plan which is reviewed every three years. This aims to:

- Increase the extent to which disabled pupils can participate in the curriculum
- Improve the physical environment of schools to disabled pupils to take better advantage of education, benefits, facilities and services provided

- Improve the availability of accessible information to disabled pupils

This plan is published via the school website with paper copies available on request.