



Houghton Conquest Lower School and Pre-School

Equality and Diversity Policy

(To be read in conjunction with the Accessibility Policy)

Updated Guidance **Equality Act 2010**

Over the last four decades, discrimination legislation has played an important role in helping to make Britain a more equal society. However, the legislation was complex and, despite the progress that has been made, inequality and discrimination persist and progress on some issues has been stubbornly slow.

The Equality Act 2010 provides a new cross-cutting legislative framework to protect the rights of individuals and advance equality of opportunity for all; to update, simplify and strengthen the previous legislation; and to deliver a simple, modern and accessible framework of discrimination law which protects individuals from unfair treatment and promotes a fair and more equal society.

The Department for Education have put together some specific guidance for schools:

<https://www.gov.uk/government/publications/equality-act-2010-advice-for-schools>

There are nine protected characteristics that are covered by the Act: Race and Ethnicity, Religion or Belief, Sexual Orientation, Sex, Disability, Age, Gender Reassignment, Pregnancy and Maternity, Marriage and Civil Partnership.

Discrimination because of age and marriage and civil partnership don't apply to school pupils, although they do apply to employees. Age applies to students in sixth form colleges and further education institutions.

1. **Houghton Conquest Lower School** is committed to a policy of treating its employees, job applicants, pupils and parents equally.
2. No employee, potential employee or pupil shall: receive less favourable treatment or consideration or be disadvantaged by any conditions of employment or requirements which cannot be justified as necessary on operational grounds.
3. **Houghton Conquest Lower School** will comply with its professional, ethical and legal responsibilities.
4. **Houghton Conquest Lower School** will provide equal opportunities to those connected with the school in order to best serve the school's aims and objectives.
5. **Houghton Conquest Lower School** will appoint, train, develop and promote on the basis of merit and ability.

6. All employees have personal responsibility for the practical application of the policy. All employees are expected to report to the Head teacher or Governors behaviour by their colleagues that are contrary to the aims of this policy.
7. Special responsibility for the practical application of the employer's equal opportunity policy falls upon the staff involved in the recruitment, selection, promotion and training of employees. These special responsibilities give rise to training need for which provision will be made.
8. The employer's grievance procedure is available to any employee who believes that he or she may have been unfairly discriminated against.
9. Disciplinary procedures will be taken against an employee who is found to have committed an act of unlawful discrimination. Sexual or racial harassment will be treated as gross misconduct.
10. In the case of doubt or concern about the application of this policy in any particular instance, consultation with either the Headteacher or Chair of Governors should be sought.
11. We will prepare and publish our equality objectives at least bi-annually and the Governing Body will review and evaluate these annually.

All staff have equal access to these employment conditions. We plan to meet the needs for all groups and individuals. Houghton Conquest Lower School is committed to creating a positive climate that will enable everyone to work free from direct discrimination, indirect discrimination, harassment and victimisation to achieve their full potential.

Equality Objectives

2015 - 2017

Equality Objective 1: To gather information to monitor whether extracurricular opportunities, enrichment activities and parental support arrangements are accessed equally by all groups.

Equality Objective 2: To further enhance information provided to Governors to ensure that they are fully aware about the relative attainment and progress of different groups of pupils in order to monitor their performance.

2017 - 2019

Equality Objective 1: Ensure support staff have specific training on SEN and disability issues.

Equality Objective 2: Signage around school to be assessed for accessibility to all.

We have agreed in July 2018 to add a further objective: Efforts are made to ensure that all learners encounter a wide variety of role models, including those who do not conform to stereotypes and those who the pupils do not regularly encounter in the local community, thereby ensuring the school develops a dynamic, relevant and inclusive curriculum.