

Kingsweston School Equality Statement

Kingsweston School welcomes a diverse population of both students, staff and governors. In order to consolidate and build upon this diversity, it is essential that equality of opportunity and the absence of unfair discrimination be at the core of all the school's activities.

The school recognises the link between equality and quality and will not unfairly discriminate in the recruitment or general treatment of staff, students or governors on the basis of any factor which is not relevant to achievement.

In accordance with our values we pledge to:

- respect the equal human rights of all our pupils and to educate them about equality
- respect the equal rights of our staff and other members of the school community
- comply with relevant legislation and implement school plans in relation to the nine protected characteristics (see Appendix 1) of the 2010 Equality Act.
- keep up to date with the law on discrimination.

The school is committed to promoting and developing equality of opportunity in all its functions and will seek to do this by:

- communicating its commitment to equality and diversity to all members of the community;
- communicating where responsibility lies for equality issues;
- providing training for decision-makers and briefings for staff, students and governors;
- maintaining mechanisms for implementation, monitoring, evaluation and review;
- taking positive action to redress any under-representation of particular sub-groups in the workforce and governing body;
- treating acts of discrimination as a disciplinary offence;
- consulting with trade unions, interested groups and individuals, internal and external.

Responsibilities

The Governing Body is responsible for ensuring that:

- the school complies with the relevant equality legislation;
- the school Equality Statement and its procedures are followed.

The headteacher is responsible for:

- making sure the school Equality Statement and its procedures are followed;
- taking appropriate action in cases of harassment and discrimination, including racist bullying, homophobic bullying and bullying related to gender or disability;
- dealing with reports of hate-incidents;
- making sure the race, disability and gender equality priorities are embedded within the School Development Plan and that the governors, staff, pupils, and their parents know about them;
- producing regular information for staff and governors about the plan and how it is working;
- taking up (or directing others towards) training and learning opportunities;
- making sure all staff know their responsibilities and receive training and support in carrying these out.

All staff are responsible for:

- dealing with any incidents relating to the nine protected characteristics and complying with Local Authority policy to report racist, homophobic and disabilist incidents;
- being able to recognise and tackle bias and stereotyping;
- promoting equal opportunities and good race relations;
- avoiding discrimination against anyone in relation to the nine protected characteristics.

In compliance with the Equality Act 2010 we track vulnerable groups closely.

All visitors and contractors will be expected to comply with and follow our Equality Statement.

Appendix 1

Nine Protected characteristics from the Equality Act 2010

Age

Disability

A person has a disability if she or he has a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities.

Gender reassignment

The process of transitioning from one gender to another.

Marriage and civil partnership

Marriage is no longer restricted to a union between a man and a woman but now includes a marriage between a same-sex couples.

Same-sex couples can also have their relationships legally recognised as 'civil partnerships'. Civil partners must not be treated less favourably than married couples (except where permitted by the Equality Act).

Pregnancy and maternity

Pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth, and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.

Race

Refers to the protected characteristic of Race. It refers to a group of people defined by their race, colour, and nationality (including citizenship) ethnic or national origins.

Religion and belief

Religion has the meaning usually given to it but belief includes religious and philosophical beliefs including lack of belief (such as Atheism). Generally, a belief should affect your life choices or the way you live for it to be included in the definition.

Sex

A man or a woman.

Sexual orientation

Whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes.