



St Edward's  
School

Unity - Achievement - Faith

# Equality and Diversity Policy (Including Equality Objectives)

**Reviewed and Approved by Personal Development, Behaviour and Attitudes Committee**

**On: 26<sup>th</sup> November 2020**

**Reviewed and Ratified by the Full Governing Body**

**On: 10<sup>th</sup> December 2020**

**Next review date: Summer 2021**

## **MAY WE BE ONE**

In purpose – educating for life in all its fullness

In faith – encountering God who lives among us, calling us to unity

In dignity – nurturing confidence and maturity

In community – striving together for justice, love and peace

St Edward's Mission Statement calls us to be a united and unified community. To be one in dignity means we must recognise both the diversity and the equality of all members of the school community and work to ensure both are recognised, respected and celebrated. As a joint church school this is at the heart of our nature and permeates all aspects of our work. Informed by Gospel values, guided by the School Mission Statement and supported by British values and legislation (specifically the 2010 Equality Act), we are committed to the promotion of equality and respect for diversity.

Through a broad, balanced, inclusive and stretching curriculum, all students are challenged to achieve their full potential, regardless of age, gender, race, religion, sexuality, disability or circumstance.

### **Key aims in relation to Equality and Diversity**

As a school we seek to:

- Create a learning environment in which everyone feels valued and welcome;
- Prepare students for life in a diverse and rapidly changing society;
- Encourage all members of the community to value and celebrate diversity;
- Advance equality of opportunity;
- Foster good relationships through tackling prejudice and promoting understanding;
- Eliminate unlawful discrimination, harassment and victimisation.

To achieve this we:

- Provide a curriculum that teaches students, both explicitly and implicitly, the value of equality and diversity;
- Model inclusivity, respect for equality and celebrate diversity;
- Have high expectations and challenge all students to achieve their best, regardless of their background;
- Take proportionate action to address the disadvantage faced by particular groups of pupils
- Making reasonable adjustments to accommodate the needs of those with disabilities;
- Collect and analyse data in order to ensure all groups are progressing well;
- Set equality objectives and publish equality information regularly;
- Seek opportunities to engage with families, schools, churches and other local community groups to develop a wider understanding of equality and diversity issues in the local area and nationally.

### **Leadership, management and governance**

It is the responsibility of all staff to:

- Promote equality and model good relationships;
- Engage in and promote the social, moral, spiritual and cultural development of all students, explicitly through the curriculum and implicitly through modelling the promotion of equality of opportunity and diversity;
- Monitor progress and identify any groups or students who are at risk of underperformance;
- Contribute to an inclusive curriculum and positive ethos which reflects our diverse society;

- Be vigilant for any type of harassment and bullying;
- Deal effectively with all incidents of prejudice, discrimination, bullying or victimisation;
- Identify and challenge bias and stereotyping within the curriculum and in the school's culture;
- Keep up to date with equality legislation, development and issues by attending relevant training and accessing information from appropriate sources.

It is the responsibility of the headteacher to:

- Implement the policy and its strategies and procedures;
- Set equality objectives and report on these to governors annually;
- Ensure that all staff receive appropriate and relevant continuous professional development;
- Challenge and take appropriate action in any cases of discriminatory practice;
- Respond to any reported incidents of harassment or bullying in line with LA guidance;

It is the responsibility of the Governing Body to:

- Ensure that the School complies with equality legislation;
- Ensure that the School's policy and its procedures and strategies are carried out and evaluated;
- Evaluate the equality objectives at least annually;
- Follow the agreed admissions policy, which is fair and equitable in its treatment of all groups;
- Monitor attendance of staff and students and take appropriate action where necessary;
- Have equal opportunities in staff recruitment and professional development and membership of the Governing Body;
- Provide information in appropriate, accessible formats;
- Be involved in dealing with serious breaches of the policy;
- Be pro-active in recruiting high-quality applicants from under-represented groups.

All breaches of the policy will be rigorously followed up using the appropriate procedures and reported to the Governing Body and LA as required.

### Equality Targets

In order to monitor the progress of our work towards equality, the school sets equality targets, which are monitored and evaluated at least annually.

For the academic year 2019-20 these targets were:

Target	Tasks completed	Review
1. To close the disadvantaged gap within 3 years (Year 2/3)	Targeted mentoring in place at Key Stage 4.  Development of intervention programme at KS3 begun.	English and Maths standard pass gap between disadvantaged and non-disadvantaged students reduced to 23% from 30% in the previous academic year.  Strong pass gap reduced to 16% from 35%.
2. To close the SEND gap within 3 years (Year 2/3)	Main Stream Plus provision in place including the associated resourcing.  LASSIE review completed and action plan linked to key priorities.	SEND students making significant progress and continue a 4-year trend of progress. The P8 score for SEND students has risen from 0.35 in 2019 to 0.63 in 2020.

<p>3. Monitor implementation of curriculum intent and impact</p>	<p>Development of 'St Edward's Edge' programme to support further development most able and aspirational students.</p> <p>Development of links with work placement providers/KS4 college partners to ensure the curriculum is fit for all learners.</p>	<p>Programme designed, built and launched with a number of events taking place before the lockdown restrictions came in.</p> <p>Planned parent business networking event postponed following lockdown restrictions, but the appointment of the alternative provision manager has now been secured.</p>
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### **Equality Targets for 2020-2021**

For the current academic year, the equality targets are to close the disadvantaged and SEND gaps.

### **Policy Planning and Review**

This policy has been written in the light of the 2010 Equality Act and in the understanding that this consolidated and extended previous legislation.

The policy will be reviewed annually or earlier should changes to legislation or other factors require it.