

# Equalities Policy

**Cantell**  
SCHOOL

2022/23



## Equalities Policy

Statutory/Non-Statutory:

Non-Statutory

Approved By:

Whole Governing Body

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**Next Review Date: May 2025**

*Cantell – An exceptional school experience:  
Academic excellence / Exciting teaching & learning  
Life-changing opportunities / A richly diverse community*

## **Introduction:**

Cantell School is a thriving, vibrant and diverse learning community. We are proud of our hugely diverse and inclusive community. We value, care for, and respect all members of our community. Our aim is to ensure that our students go on to lead happy and successful lives, being kind to and understanding others.

Therefore, we fully embrace our duties under the Equality Act 2010 to eliminate discrimination, advance equality of opportunity and foster good relations by integrating equality and inclusion into the school's ethos and values.

Our responsibility under the Equality Act 2010 ensures a safe and welcoming environment for all in relation to the nine protected characteristics: age, disability, race, sex, gender reassignment, maternity and pregnancy, marriage and civil partnership, religion or belief, and sexual orientation.

Also, although no longer required under the Ofsted Inspection Framework, we continue to take seriously our duty to promote community cohesion.

We recognise that these duties reflect international human rights standards as expressed in the UN Convention on the Rights of the Child, the UN Convention on the Rights of People with Disabilities, and the Human Rights Act 1998.

## **Public Sector Equality Duty (PSED)**

PSED has three main elements. In carrying out their functions, public bodies are required to have due regards to the need to:

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

The Equality Policy at Cantell School applies to staff, governors, students, parents/carers and visitors to the school. All external services offered through school will also be expected to comply with this policy.

## **Guiding principles:**

At Cantell School our Equalities policy and practice is guided by five key principles:

### **Principle 1: All learners are of equal value.**

We see all learners and potential learners, and their parents and carers, as of equal value.

- whether or not they are disabled or require SEND provision
- whatever their ethnicity, culture or race
- whatever languages they may speak
- whether or not they are seeking sanctuary

- whatever their sex or gender identity
- whatever their religious or non-religious affiliation or faith background
- whatever their sexual orientation.

**Principle 2: We celebrate diversity, and recognise and respect difference.**

Through our school values, ethos, systems and structures, we aim to celebrate the diverse nature of our school community. We recognise that treating people equally (Principle 1 above) does not necessarily involve treating them all the same. Our policies, procedures and activities must not discriminate but must nevertheless take account of differences of life-experience, outlook and background, and in the kinds of barrier and disadvantage which people may face, in relation to:

- disability or SEND; so that reasonable adjustments are made
- ethnicity, language and race; so that different cultural backgrounds and experiences of prejudice are recognised
- sex and gender; so that the different experiences of all, including transgender and non-binary individuals, are recognised.
- religion, belief or faith background
- sexual orientation.

**Principle 3: We foster positive attitudes and relationships, and a shared sense of cohesion and belonging.**

We intend that our policies, procedures and activities should promote:

- positive attitudes towards people who have a disability or SEND requirement, good relations between those who have a disability or SEND requirement and those who do not, and an absence of harassment in this area.
- positive interaction, good relations and dialogue between groups and communities different from each other in terms of ethnicity, culture, religious belief, sanctuary status, language spoken and an absence of prejudice-related bullying and incidents
- mutual respect and good relations between all sexual orientations, sexes and gender identities, and an absence of sexual, homophobic, biphobic and transphobic harassment

**Principle 4: We observe good equalities practice in staff recruitment, retention and development.**

We ensure that policies and procedures should benefit all employees and potential employees, for example in recruitment and promotion, and in continuing professional development:

- whatever their age
- whether or not they are disabled
- whatever their ethnicity, culture, religious belief, sanctuary status and language spoken
- whatever their sex, gender identity or sexual orientation

- with full respect for legal rights relating to pregnancy, marital status and maternity, paternity and adoption.

**Principle 5: We aim to reduce and remove inequalities and barriers that already exist.**

In addition to avoiding or minimising possible negative impacts of our policies, we take opportunities to maximise positive impacts by reducing and removing inequalities and barriers that may already exist because of disability, SEND requirement, race and ethnicity, language spoken, religious belief, cultural background, sex, gender identity, sexual orientation, sanctuary status or socio-economic background.

The curriculum

We keep each curriculum subject or area under review in order to ensure that teaching and learning reflect the principles set out above.

Ethos and organisation

We ensure the principles listed above apply to the full range of our policies and practices, including those that are concerned with:

- pupils' progress, attainment and achievement
- pupils' personal development, welfare and well-being
- teaching styles and strategies
- admissions and attendance
- staff recruitment, retention and professional development
- care, guidance and support
- behaviour, discipline and exclusions
- working in partnership with parents, carers and guardians
- working with the wider community.
- addressing prejudice and prejudice-related bullying

Address prejudice and prejudice related bullying:

The school is opposed to all forms of prejudice, which stand in the way of fulfilling the legal duties outlined in the Equalities Act. This includes:

- prejudices around disability and special educational needs
- prejudices around racism and xenophobia, including those that are directed towards religious groups and communities, for example antisemitism and Islamophobia, and those that are directed against
- travellers, migrants, refugees and people seeking asylum
- prejudices reflecting sexism, homophobia, biophobia and transphobia.

There is guidance in the staff handbook on how prejudice-related incidents should be identified, assessed, recorded and dealt with.

We keep a record of prejudice-related incidents and, if requested, provide a report to the local authority about the numbers, types and seriousness of prejudice-related incidents at our school and how they are dealt with.

#### Roles and responsibilities:

The governing body is responsible for ensuring that the school complies with legislation, and that this policy and its related procedures and action plans are implemented. A member of the governing body has a watching brief regarding the implementation of this policy.

The headteacher is responsible for implementing the policy; for ensuring that all staff are aware of their responsibilities and are given appropriate training and support; and for taking appropriate action in any cases of unlawful discrimination.

A number of designated staff have responsibility for specific groups who the school have identified are more vulnerable:

- **Pupil Premium Co-ordinator** – responsible for promoting the achievement of disadvantaged students who receive additional Pupil Premium funding
- **SENCO** – responsible for promoting the achievement and welfare of students who are identified as having Disabilities and Special Educational Needs
- **BML Co-ordinator** – responsible for promoting the achievement of students who are bilingual or multilingual learners, including those who may be new to English
- **Girls Co-ordinator** – responsible for promoting the aspirations and achievement of girls, particularly those from a White British background
- **LGBTQ+ Co-ordinator** – responsible for promoting the welfare of students who identify within the LGBTQ+ umbrella.
- **Delegated CLA Co-ordinator** – responsible for promoting the welfare of students who are designed CLA (Child looked after), including those who may be refugees or seeking sanctuary.
- **Operational Lead for Young Carers** - responsible for promoting the welfare of students who are designed as young carers.

All staff are expected to:

- promote an inclusive and collaborative ethos in their classroom
- deal with any prejudice-related incidents that may occur
- plan and deliver curricula and lessons that reflect the principles above
- support pupils in their class who are new to English
- keep up-to-date with equalities legislation relevant to their work.

#### Religious observance:

We respect the religious beliefs and practice of all staff, pupils and parents, and comply with reasonable requests relating to religious observance and practice; for example, providing a prayer room for students to access during the period of Ramadan.

### Provision for students with disabilities:

Under the Equality Act, schools have a responsibility to provide reasonable adjustments for disabled pupils and to protect against discrimination. Alongside the LA, we have a duty to assess accessibility and provide adjustments as required. This may include providing auxiliary aids such as specific furniture or specialise equipment. We work closely with Occupational Health to make any assessments. This may also include provision of a lift key for accessibility around the school; leaving or arriving at class at different times to avoid crowd; additional support in classes such as technology or PE as required. We work closely with the student and parents to ensure that students are able to access the curriculum to the best of their ability.

### Staff development and training:

We ensure that all staff, including support and administrative staff, receive appropriate training and opportunities for professional development, both as individuals and as groups or teams.

### Breaches of the policy:

Breaches of this policy will be dealt with in the same ways that breaches of other school policies are dealt with, as determined by the headteacher and governing body.

### Monitoring and review:

We collect, study and use quantitative and qualitative data relating to the implementation of this policy, and make adjustments as appropriate. In particular, we collect, analyse and use data in relation to achievement, broken down as appropriate according to disabilities and special educational needs, ethnicity, culture, language, religious affiliation, national origin, sanctuary status, sex, sexual orientation and gender identity.