

Cantonian High School

Ysgol Uwchradd Cantonian



THE BEST FROM EACH
SUCCESS FOR ALL

Equalities Policy

June 2009
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Data & personnel revised January 2015
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Introduction

Cantonian High School is committed to an Equalities Policy that promoted equality of opportunity, in line with our 3 R's culture: Ready, Responsible and Respectful. This ensures that everyone is ready to learn, responsible for their own actions and respectful of the whole school and wider community.

Aims of the Equalities Policy

- Promote good relationships amongst pupils, staff, parents and the wider community which respect and value diversity.
- Promote equality of opportunity for all with an insistence that all pupils do well.
- Eliminate unlawful direct or indirect discrimination, victimisation and/or harassment on the grounds of protected characteristics as defined in the Equality Act.
- Summarise the roles and responsibilities of different people within the school community with regards to equality.

Cantonian High School is committed to comply fully with the Equality Act 2010 and codes of practice in all areas of the school's activities and services as an employer and service provider.

Equality Summary Statement

The school is committed to working towards equality which promotes equality of opportunity. We aim to foster positive attitudes to counter any anti-social behaviour aimed intentionally or unintentionally against a person's identity. This includes current or former employees, prospective, current and former pupils, service users and those with protected characteristics.

Protected characteristics are defined under the Equality Act 2010 as disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex, sexual orientation, marriage/civil partnership and age (applies to over 18 years). We will eliminate discriminatory practices and customs which may threaten equality of opportunity. We will monitor our curriculum and pastoral role to broaden the perspectives of all pupils by helping them to understand the world in which they live, therefore promoting positive approaches to difference and showing respect to all.

Stereotypical ways of thinking are the result of ignorance and may result in low level self-esteem and limited aspirations. The school values and encourages involvement which aims to provide positive images that challenge stereotypical thinking.

The school is opposed to all forms of prejudice and discrimination to those with protected characteristics. Language or behaviour, which is racist, sexist, homophobic, disablist or potentially damaging to those with protected characteristics will not be tolerated and will be challenged. The school takes its responsibility to monitor and report on racist incidents each term seriously and uses this information to plan strategies to combat incidents motivated by hate. We share this information with the Local Authority to help shape actions to combat hate crime across the City.

We put in place reasonable adjustments for disabled employees, pupils and other members of the school community. We recognise people with protected characteristics and act sensitively to their social needs. As a school, we ensure equality in staff recruitment and development, regardless of protected characteristics.

We recognise and celebrate the fact that British and Welsh society is made up of people from diverse backgrounds and life experiences. It is important that all pupils recognise that they are part of a multicultural society. We aim to educate pupils and all members of the school community to understand others and value diversity in an inclusive and secure environment, preparing them for life in such a society.

Responsibilities

The Governing Body is responsible for:

- Making sure the school complies with all relevant equality legislation, including the Equality Act 2010.
- Making sure the school's Equalities Policy and its procedures are followed and reviewed regularly.
- Addressing any serious breaches of this policy.

The Headteacher is responsible for:

- Making sure the Equalities Policy is readily available, along with related policies, e.g. 'Guidance on Responding to, and Dealing with, Racist Incidents', 'Anti Bullying Policy', Local Authority's 'Harassment Policy' etc., and that Governors, staff, pupils, parents and carers know about it.
- Making sure the policy and its procedures are followed.
- Producing regular information for staff and Governors about how the policy is working, and providing training for them on the policy if necessary.
- Making sure all staff know their responsibilities and receive training and support in carrying these out.
- Taking appropriate action in cases of harassment and discrimination and delegating responsibility where appropriate to enable investigations to be carried out.

The Assistant Headteacher: ALNCo is responsible for:

- The school's Equality Scheme

All staff are responsible for:

- Promoting equality and good relations between all groups.
- Dealing with incidents of unlawful discrimination, victimisation or harassment in an appropriate manner.
- Being able to recognise and tackle bias and stereotyping.
- Promoting an inclusive learning environment both in and outside of the classroom.
- Supporting pupils within the school for whom English is an additional language.
- Striving to provide images and lesson plans that show positive images and are inclusive of people with protected characteristics,
- Attending relevant training and keeping up to date with equality legislation and issues.

Communication and Reporting

The school's Equalities Policy is:

- Brought to the attention of all non-LA contractors or service providers as required.
- Brought to the attention of parents and carers as required.
- Available on request for visitors and members of the wider community.

The Equalities Policy will be updated by the school on an annual basis, or sooner if changes in legislation mean an amendment is required, in order to include accurate data relating to the whole school community. The Action Plan will be monitored termly and evaluated on an annual basis by the Headteacher/ SLT, in line with the School Improvement Plan.

As a school we are fully committed to inclusive practice. To this end, we will continue to engage and consult with our whole school community on issues relating to further developing our practice. We welcome input and feedback from all stakeholders of the school relating to this policy.

The Equality Action Plan is:

- Communicated via briefings and during team meetings
- Forms part of the performance management system

It should be made explicit that, where possible, the Equalities Policy and Action Plan will be made available in accessible formats and languages on request.

Complaints

Any person who believes that this policy has been breached by the school should make a complaint in accordance with the school's Complaints Policy.

Any breach of this Equalities Policy will be treated seriously. Every complaint will be investigated and investigations will be carried out independently and objectively.

Complaints will be resolved in accordance with the procedures and timescales set out in the school's Complaints Policy.

Pupils who believe that they are a victim of discrimination, victimisation or harassment should talk to a member of staff.

Policy Review

This policy will be reviewed annually or sooner if changes in legislation mean an amendment is required.

Agreed by Headteacher:



Agreed by Chair of Governors:



Date of Issue: Spring 2023

Date for Review: Summer 2024