

Easthampstead Park Community School

Single Equality Plan 2017-18



This document should be read in conjunction with the school policy Equal Opportunities and Race Equality Policy (EOREP)

Equality strand	Action	How will the impact of the action be monitored	Who is responsible?	Completed	Time frame
Appoint a member of the Governing Body to lead on PSED (Public Sector Equality Duty)	Governing Body	Clerk to the governors	COG (Chair of Governors)	Yes VCOG	Autumn Term 2016
Appoint a member of the Leadership Team with responsibility for Equality	Deputy Headteacher appointed (DHT)	Person in post	Headteacher	Yes	Autumn Term 2016
Audit school compliance PSED each academic year	Check that the school meets its Public sector equality duty (PSED) In full	Trawl of relevant documents and samples of work Interviews with key staff and students Report to the Personnel Committee	To be appointed		Each academic Year
Ensure SEP Single equality plan is in the public domain	Clerk to the Governors to publish with the EO Policy - school website	Compliance checked in the audit	Clerk to the Governors	Yes	Each academic Year
The school should publish at least one equality objective	EOREP to be part of the SRAP 'Narrowing the gap' in attainment between different groups and national standards	Data on attainment and attendance monitored by key group Targets set should be specific and measurable	HT/DHT	Yes	Each Academic Year Termly monitoring points
Curriculum addresses equality of opportunity, fosters good relations and tackles discrimination	School curriculum and assembly programme mapped to show how it supports spiritual, moral and cultural development and addresses equalities issues, particularly with regard to tackling prejudice, promoting community cohesion and diversity	Map published to staff to raise awareness of opportunities within the curriculum and assembly programme Inclusion Manager reports to Student Support Committee data on incidents linked to race or gender	DHT/Senior Teachers		Each Academic Year
The school is actively reducing inequalities of outcome in literacy and numeracy	Access to literacy and numeracy support is available to all including 6 th Form students who have yet to attain a C or grade 4 in Maths or English	The school monitors progress data to determine if inequalities of outcome in literacy and numeracy exist and takes proactive steps to narrow attainment gaps	AHT Inclusion		Each Academic Year
The school has effective procedures in place for consulting and involving parents and ensures transition arrangements are appropriate for all students regardless of ethnicity, gender or proficiency in English	Entry and transition information is used to shape provision and meet the diverse needs of students	Transition questionnaire Confidence for learning attendees parents views sought after completing programme	Senior Teacher Discovery Senior Teacher Destiny		Each academic year

There are clear protocols in place for supporting educational achievement of pregnant pupils and young parents	Protocols are in place	Event occurrence	AHT Inclusion		
The school has inclusive programmes for all staff to support CPD	CPD and Appraisal covers all staff	Personnel Committee	DHT		Each academic Year

Roles and Responsibilities

Governors:

A named governor will take the lead; the governors as a whole are responsible for:

- Making sure the school complies with the relevant equality legislation
- Monitoring progress towards the equality objectives and reporting annually.

The Headteacher will:

- Implement the school's stated equality objectives
- Ensure the equality objectives and access plans are written, and that they are readily available to governors, staff, pupils and parents
- Ensure all staff know their responsibilities and receive training and support in carrying these out
- Take appropriate action in cases of harassment and discrimination, including prejudice-related incidents
- Enable reasonable adjustments to be made in relation to disability in regard to students, staff, parents/carers and visitors to the school.

All staff within the school will:

- Advance equality in their work
- Foster good relations between groups and deal with prejudice-related incidents
- Be able to recognise and tackle bias and stereotyping
- Take up training and learning opportunities.

(Visitors and contractors are also responsible for following relevant school policies)

Appendix B

Protected characteristics: definitions

Age

Where this is referred to, it refers to a person belonging to a particular age (e.g. 32 year olds) or range of ages (e.g. 18-30 year olds).

Disability

A person has a disability if s/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.

Further guidance www.gires.org.uk/mglossary.php

Marriage and civil partnership

Marriage is defined as a 'union between a man and a woman'. Same-sex couples can have their relationships legally recognised as 'civil partnerships'. Civil partners must be treated the same as married couples on a wide range of legal matters.

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 characteristics 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 (e.g. Atheism). Generally, a belief should affect your life choices or the way you live it to be included in the definition.

Sex: A man or a woman or gender neutral

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