



**1Name of Policy:** Equalities Policy

**Date of Policy:** April 2021

**Member of Staff responsible:** Lindsay Trail

**Review date:** April 2025

**Signature:** \_\_\_\_\_ **Chair of Governors**

**Date Approved:** \_\_\_\_\_

## Equalities Policy

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### Equality Objectives

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At Castleward Spencer Academy, we are committed to meeting the public sector equality duties (PSED). The Public Sector Equality Duty requires our school to monitor our policies and procedures and to publish information about equalities in our school. We follow and revise our Equality Action Plan (2021-2025), continually review and seek to improve our provision regularly.

The new General Duty replaces the three existing public sector equality duties for disability, race and gender. It covers all protected characteristics and has three main aims requiring public bodies to have due regard to the need for:

1. Eliminate discrimination, harassment, victimisation and other conduct that is prohibited under the Equality Act 2010.
2. Advance equality of opportunity between persons who share a protected characteristic and persons who do not share it.
3. Foster good relations between persons who share a protected characteristic and persons who do not share it.

### Protected Characteristics

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The Equality Act 2010 states that it is unlawful to discriminate against people with the following protected characteristics. This applies to the whole school community:

- Age (staff)
- Disability
- Gender



- Gender identity and reassignment
- Pregnancy and maternity
- Race (ethnicity)
- Religion and belief
- Sexual Orientation
- Marriage and Civil Partnership (Staff)

## Equality at Castleward Spencer Academy

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We believe that equality at our school should permeate all aspects of school life and that it is the responsibility of every member of the school and wider community. Everyone within our school community should feel safe and secure, they should feel valued and of equal worth, these include:

- Children and young people
- All staff employed at the school
- Students on placement
- Staff from across other Trust Schools
- Parents/carer
- Governors
- Agency staff
- Contractors working at our school
- External agencies whose staff are working with our school, including Health, Social Care, Special Needs support and agencies such as the Department for Education, Ofsted and Challenge Partner colleagues.
- All visitors to the school

We implement accessibility plans which are aimed at:

- Increasing the extent to which disabled pupils can participate in the curriculum.
- Improving the environment, both inside and out, to enable disabled pupils to take better advantage of all we have to offer, both educationally and pastorally.
- Continuing to develop the accessibility of information for disabled pupils

The Trust, governing body and school are committed to a policy of equality and aims to ensure that no employee, job applicant, pupil or other member of the school community is treated less favourably on grounds of sex, race, colour, ethnic or national origin, marital status, age, sexual orientation, disability or religious belief.

Any behaviour, comments or attitudes that undermine or threaten an individual's self-esteem on these grounds will not be tolerated. We aim to provide equal access to high quality educational opportunities and to ensure that everyone feels that they are a valued member of the school community. We seek to provide a safe and happy environment where all can flourish and where physical and cultural diversity is celebrated. All members of the school community are responsible for promoting the school's Equality Policy and Action Plan and are obliged to respect and act in accordance with this policy.



## Local Support

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The Equality Alliance champions the views of people who are under-represented in society - those with protected characteristics (age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation) - at a local level. The Alliance enables the voluntary and community sectors and local partners to come together to identify the challenges that are making life difficult for many citizens of Derby and develop policies and programmes to combat inequality. The next phase of the Equality Alliance will involve voluntary and community organisations that represent people with protected characteristics, coming together to discuss how best to support, encourage and promote community cohesion in the city. The following support is currently available in Derby. The Community Action can be contacted <https://www.communityactionderby.org.uk/contact-us> using this link.

### **Derby 50+ Forum**

Derby 50+ Forum aims to inform and empower older people living in Derby. It's part of a national movement of older people's forums, is independent of the Council and has an elected management committee. For more information please contact Derby City Council.

### **Derby Advice and Information Network**

Derby Advice and Information Network is a group of voluntary and statutory, information and advice providers who work together to develop the quality and accessibility of information and advice for vulnerable people. DIAN does this through supporting joint working, networking and accessing external funding. It produces a bi-monthly bulletin of local developments and members share and contact list with details of the expertise of other members. The Network has also developed a quality standard for local information and advice providers. For more information please contact Ian Chennery or call 01332 642753.

### **The Derby BME network**

The Derby BME network helps BME groups to develop capacity and ensure there is equal access to information, services, opportunities and resources. For more information please call 01332 227734 or email.

### **Derby City Sport Forum**

Derby City Sport Forum brings together clubs, facility operators, governing bodies and others interested in promoting and developing sport for the city and its residents. For more information contact Ian Cotter or call 07796 982135 or try Kevin Palmer on 01332 280738.

### **Derby Compact**

The Derby Compact is a commitment to open, transparent and fair working practices by statutory and voluntary and community sector partners. Its aim is to improve relationships, communication, participation and services to create a better Derby.



### **Disabled People's Diversity Forum**

Disabled People's Diversity Forum used to be called the Disabled People's Advisory Committee. It is made up of members from organisations of, and for, disabled people. For more information please see the Derby City Council website.

### **Food Networking Forum**

Food Networking Forum aims to provide networking opportunities for anyone involved in the collection or distribution of food to vulnerable people in Derby, South Derbyshire and the surrounding area. For more information please contact Guy Freeman.

### **Forum of Faiths**

Forum of Faiths for Derby identifies how the views and experience of the broad range of faith groups in the city can be drawn together and contribute to wider public life. For more information please call Phil Henry at the Multi-faith Centre on 01332 591285 or Janet Tristram at the St James Centre on 01332 604066.

### **Gender and Sexuality Diversity Forum**

Gender and Sexuality Diversity Forum meets twice a year and represents groups who work with men, women, gay, lesbian and transgendered people. For more information please contact Derby City Council.

### **The Health and Wellbeing Network**

The Derby Health and Wellbeing Network aims to ensure that the voluntary and community sector is more closely aligned with the arrangements for the planning and commissioning of services overseen by the Derby Health and Wellbeing Board.

For more information contact Kath Cawdell or call 01332 346266.

### **Hostels Liaison Group**

Hostels Liaison Group brings together providers of housing, supported and associated services provided to non-statutory homeless people. To find out more, contact Rachel Morris or call 01332 579550.

### **Minority Communities Diversity Forum**

Minority Communities Diversity Forum meets four times a year and represents groups who work with Black and Minority Ethnic Communities. For more information please contact Derby City Council.

### **Self Help Forum**

This forum is for voluntary organisations to meet together, network, share experiences and issues they may have, and work closer together in partnership. The forum is a great opportunity for groups to raise awareness of the fantastic work they do in the local community. Health speakers are invited along to each forum. They are organised four times a year - March, June, September and December at different venues around Derby. For more information email [liz.gumbley@communityactionderby.org.uk](mailto:liz.gumbley@communityactionderby.org.uk) or ring 01332 227738.

### **Southern Derbyshire Voluntary Sector Mental Health Forum**



Southern Derbyshire Voluntary Sector Mental Health Forum discusses matters of common interest and aims to inform and influence strategic planning in mental health. Membership of the Forum is open to any voluntary organisation operating in the area that provides services for people experiencing, or recovering from, mental health problems. For more information about the network [click here](#).

Additionally, we have a duty to publish our equality objectives and these are set in our Equality Action Plan below, together with details of how we plan to achieve them.



## Equality Action Plan 2021-2025

### Equality Action Plan 2021 - 2025

Objective	Action(s)	Led by	Resources	Start date	Review date	Success Criteria	Monitoring Outcomes
To promote the children's understanding and respect for difference	<p>Identify opportunities in the curriculum to promote understanding of the protected characteristics e.g. other cultures, other countries, famous people from ethnic minorities, religious festivals, disabilities.</p> <p>Use PSHE to explore equality within the context of school, the wider community, the UK and the world.</p> <p>Use assemblies to explore themes around equality and diversity</p> <p>Use community events to celebrate diversity and equality</p>	LT	Books Videos	Sept 21	Sept 22	<p>More community events which celebrate different families, cultures, beliefs and religions</p> <p>Children have increased access to lessons and assemblies which recognise and celebrate equality and diversity</p>	
To further enhance staff awareness and understanding of equality and diversity	Provide specific training for all staff around the themes of equality and diversity.	LT	<p>Equality Trainer £250 Contact Community Action</p> <p>IHasco Equality and Diversity Training</p>	Sept 21	Sept 22	All staff have an enhanced understanding of equality and diversity and have the confidence to deliver key lessons	



Objective	Action(s)	Led by	Resources	Start date	Review date	Success Criteria	Monitoring Outcomes
To engage with local communities and partner schools	Establish greater links with inner city Derby Schools; including visits  Visit different places of worship in Derby City and invite people from these places of worship in to school  Events at Old People's Home	LT	Transport	Sept 21	Sept 22	Children to have greater understanding and awareness of social and cultural differences both locally and in different countries	
To diminish the difference between different groups of children in school	Analysis of data, discussion in termly Pupil Progress Meetings  Provision is put in place for children with specific needs who have barriers to learning e.g. EAL, SEND, PP	LT	Specific resources for individual children	Sept 21	Sept 21	Diminishing attainment gap between different groups of children	