



Hambling View EQUALITY ACT POLICY

Ratified by Chair of Govs.

Signed by .

A handwritten signature in blue ink, appearing to read 'Guy Hooper', is positioned to the right of the 'Signed by .' text.

Date 24th October 2024

Date

10.10.2024

Review Date

10.10.2025

Purpose of Statement and Guiding Principles

The purpose of this statement is to define Hambling View's commitment to equality and diversity and represent our commitment to a common set of values and objectives, as well as a consistent approach to communicating, implementing, and monitoring the statement.

Hambling View is committed to equality in both employment and education provision. We aim to ensure that students, parents, governors, employees, contractors, partners, clients, and those who may potentially join the school's community, are treated fairly, and with dignity and respect.

This policy encompasses the following protected characteristics:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

Hambling View recognises that it is also unlawful to discriminate by association or perception, e.g. treating a student unfairly based on the Protected Characteristics of their parents or other family members.

This statement recognises the four types of unlawful behaviour

- Direct discrimination
- Indirect discrimination
- Harassment
- Victimisation

Every possible step will be taken into account with the aim of ensuring individuals are treated fairly and decisions are based on objective criteria.

Public Sector Equality Duty

Hambling View is fully aware of the requirement, in carrying out their functions, to have due regard to the need to:

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

Due regard means giving relevant and proportionate consideration to the duty. For Hambling View this means that:

- We will be aware of the duty and have due regard when making decisions and will assess whether it may have a particular implication for people with a particular protected characteristic.
- We will consider equality implications before and the time a policy is developed and will keep those implications under review on a continuing basis.
- We will ensure that the duty is integrated into the carrying out of the school's functions.

In accordance with its obligations under the [Equality Act 2010 \(Specific Duties\) Regulations 2011](#), Hambling View will draw up and publish equality objectives every four years and annually publish information demonstrating how it is meeting the aims of the public sector equality duty.

Links with Other Policies or Legislation

This statement applies to every policy, procedure, and guidance document that is produced in relation to students, staff, parents, and Governors.

This statement is underpinned by the Equality Act 2010 ("the Equality Act").

Other policies which link to this statement are:

- SEND Policy
- Exclusion Policy
- Admissions Policy
- All Employment Policies

Equality Statement

Hambling View will ensure that equal opportunities and the principles of fairness underpin all aspects of policy, procedure, education provision, consultation, and decision-making.

Hambling View is committed to equality in its delivery of education, whether the service is directly provided by us or contracted out to a third-party provider.

Hambling View aims to provide high-quality education services, making sure services are easily accessible. We will improve what we do by continuing to consult with staff, students, parents governors, their communities, and partners about equality issues. We will promote our equal opportunities policy in our contact with parents, staff, governors, and external organisations.

We will make every effort to create equality of opportunity to ensure they are accessible and fair to everyone. Every person has the right to be treated fairly, regardless of race, gender, sexuality, disability, age culture, religion, nationality, or caring responsibilities.

Where necessary we will implement reasonable adjustments, or additional support, to ensure equality of access to an education and suitable working environment.

Our staff and governors who agree and deliver our education provision will recognise diversity and demonstrate a proactive approach in their day-to-day work. They will ensure that everyone is treated fairly, recognising special needs and understanding differences.

Behaviour will reach our high standards of conduct (staff and students) and the learning environment we provide will be safe and accessible for those studying and working.

Hambling View will adhere to statutory Government legislation and give consideration to other relevant guidance, which aims to make sure that everyone is treated with equity.

Hambling View will not tolerate any form of discriminatory behaviour against members of the school community.

Employment

Hambling View is committed to ensuring that employees have equal access to jobs, training, and professional development opportunities

All employment policies refer to the provisions of the Equality Act 2010.

Hambling View recognises that it has broader responsibilities to employees and situations that may be covered by the Act. For example, an employee with parental or caring responsibilities for a disabled dependent may have rights under the Act which the school would need to consider.

All recruitment will be undertaken with regard to the obligations set down by the Equality Act and applications will be monitored to report on recruitment activity, in line with the Act.

Employees who are in breach of this statement will be dealt with under the Hambling View disciplinary policy.

Student Provisions

Hambling View will ensure that students are provided with appropriate support to recognise their individual needs. This includes protection under the Act extending the reasonable adjustment duty to require schools to provide auxiliary aids and services to disabled students.

All policies relating to the provision of education, the curriculum, behaviour for learning, attendance, exclusion, medical treatment, and Child Protection and safeguarding policies should consider the provisions and duties of the Act.

The protected characteristic 'Age' does not apply to students in the academies/schools.

Contractors and Service Providers

Hambling View will ensure that all service providers that are contracted to provide services to students, staff, or visitors will comply with Equalities legislation.

Where services are deemed not to meet school standards, in relation to equal opportunities and fairness, contracts may be terminated.

Hambling View Equalities Objectives

In setting our objectives for we are guided by the following 9 principles:

1. All learners are of equal value
2. Recognise and respect difference
3. Foster positive attitudes and relationships and a shared sense of cohesion and belonging
4. Observe good equalities practices in staff recruitment, retention, and development
5. Aim to reduce and remove inequalities and barriers that already exist
6. Consult and involve widely
7. Society as a whole should benefit
8. Base our practices on sound evidence
9. Measurable objectives

Objectives - Agreed and Published Sept 2024 *(to be reviewed annually and updated every 4 years (2028)).*

- Children from ethnic minority groups will achieve at least as well as their peers and in line with 'others'
- We will deliver responsive services and customer care that is accessible and inclusive to individuals' needs and respects faith, beliefs, and cultural differences
- Disadvantaged children will make progress in line with the expectation for all children
- We will work to ensure that there is equal representation of genders among roles within the school
- We will ensure that all children and staff, no matter their sexual orientation, are treated fairly and supported.

To satisfy the Public Sector Equality Duty, we have undertaken the following:

a) Eliminating discrimination:

- We have published clear policies relating to behaviour, bullying, recruitment, and pay where the importance of avoiding discrimination and other prohibited conduct is expressly set out.

- We provide staff training on equality issues.
- We work with staff to raise awareness of unconscious bias.
- We engage with external providers to support schools delivering key messages relating to discrimination – SARI for example
- We survey children and act on outcomes of the survey to improve tolerance of all in our communities
- We will complete equalities impact assessments as part of our review process

b) Advancing equality of opportunity:

- We collect data and adjust programmes where necessary, to ensure pupils with different characteristics can access educational visits and extra-curricular activities.
- We support students from disadvantaged backgrounds to ensure full participation in all school activities including trips and residential.
- We make adjustments, where necessary, to support students from different faiths to access all areas of school life

c) Fostering good relations

- Our curriculum offer highlights a curriculum that promotes tolerance or understanding of others (e.g. religion, culture, race, etc.).
- We have a robust anti-bullying policy.
- We use assemblies to focus on equality issues.
- All schools work with the local community or other schools to encourage appreciation of diversity.
- We engaged with outside speakers to raise awareness of issues relating to discrimination.
- Specific days are used in schools to find out about the protected characteristics.