

## Equality Statement

*This statement should be read in conjunction with the other policies published by the school, which all seek to ensure equality in all aspects of our work.*

The Public Sector Equality Duty requires our school to publish information about Equalities.

The Equality Act 2010 clearly states that the following groups must be taken into account. People identified in the following groups are considered to have a protected characteristic.

### **Protected Characteristics**

1. Age
2. Disability
3. Sex (gender)
4. Race (ethnicity)
5. Pregnancy and Maternity
6. Religion and Belief
7. Sexual Orientation
8. Transgender
9. Marriage and Civil Partnership
10. The information we publish and analyse must be clearly linked to the three aims (General Duties) of the Public Sector Equality Duty. General Duties are the things that schools aim to achieve.

At Fairfield High School, we are committed to ensuring equality of opportunity for all students, staff, parents and carers irrespective of race, gender, disability, belief, sexual orientation, age or socio-economic background.

- It is our aim to develop a culture of inclusion and diversity in which all those connected to the school feel proud of their identity and ability to participate fully in all aspects of school life.
- We tackle discrimination through the positive promotion of equality, by challenging bullying and stereotypes and by creating an environment which fosters respect for all adults and children in and out of our school community.
- We believe that diversity is a strength that should be respected and celebrated by all those who are permanent or temporary members of our community.

### **Equality in Teaching and Learning**

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We provide all our students with the opportunity to succeed and to reach the highest level of personal achievement. We do this by:

- Ensuring equality of access for all students and preparing them for life in a diverse society.
- Using materials that reflect the diversity of the school, local community and wider world without stereotyping.

- Promoting attitudes and values that challenge any discriminatory behaviour or prejudice.
- Providing opportunities for students to appreciate their own cultures and celebrate the diversity of other cultures.
- Seeking to involve all parents/carers in supporting their child's education.
- Utilising teaching approaches appropriate for the whole school population which are inclusive and reflective of our students.

#### Equality in Admissions and Exclusions

Our admissions arrangements are fair and transparent and do not discriminate on the grounds of race, gender, religion, belief, disability and/or socio-economic background. Our admissions arrangements follow the Herefordshire Council code.

Exclusions are only used as a sanction for serious incidents and will always be a response to the behaviour, not the individual student. Exclusions are recorded as statutorily required and are monitored and analysed by the school and the DfE.

#### Equal Opportunities for Staff

All staff appointments and promotions are made on the basis of merit and ability and in compliance with the law. We are keen to ensure that the staffing of the school reflects the diversity of our community.

We offer all staff equal access to development and training and comply fully with our legal duties and contractual obligations for all staff pay and conditions.

**Reviewed and approved by Governors on 5<sup>th</sup> December 2017**

**Equality Action Plan 2017 -2018**

<b>Action</b>	<b>People involved</b>	<b>Timescale</b>	<b>Criteria for success</b>	<b>Training/development needs</b>
Publish and promote the Equality Plan through the school Website and Staff Meetings	Head Teacher and SLT Website Manager	By October 6 <sup>th</sup> 2017	Plan approved by SLT and Governors Plan meets legal requirements	N/A
To conduct student and parent/carer surveys (which include questions on equality)	Head Teacher and SLT Learning Managers HOKS	By 15 <sup>th</sup> March 2018	To design appropriate questionnaires for students and parents/carers. HOKS to help ensure students complete Student Survey Parent/carer survey to be made available at Parent Surgeries from March 2018	N/A
To continue to identify, respond and report racist incidents as outlined in the plan. Report figures to the Governing Body and Local Authority on a termly basis.	Head Teacher Deputy Head All staff Governors Learning Managers HOKS	On going	Staff to be reminded of legal duty through a staff meeting. HOKS to discuss at tutor Meetings (Standing Agenda item) Form for reporting available on common staff and hard copies in staff room. Deputy Head to report all racist incidents to the LA. HOKS, teaching staff and Learning Managers to record all racist incidents on SIMs	N/A

Action	People involved	Timescale	Criteria for success	Training/development needs
To celebrate cultural events throughout the year and arrange 'themed' days and weeks such as 'Diversity Day' and draw awareness to celebrations for the protected strands	SLT PHSE/Ethics Co-ordinator	On going	PHSE programme. Diversity represented through displays in classrooms and corridors, promotion of whole school events through tutor time, assemblies and displays. Speakers and assemblies To grow the subject of Ethics in the Key Stage 3 curriculum and the new RS GCSE in the KS4 curriculum	SACRE Conference for the PHSE/Ethics co ordinator RS exam board meetings for Lead Teacher
To continue to ensure all students are given the opportunity to make a positive contribution to the life of the school	All staff	On going	School Council representation monitored by gender, race, disability School Council to meet with Head Teacher on a termly basis Monitor participation in extra-curricular activities by keeping a register of participants and ensuring these are recorded on SIMs	Ongoing SIMs training to develop the use of the Behaviour management features and enabling more effective tracking of student participation.
To continue to embed differentiation into lesson plans for the new National Curriculum and new GCSE Syllabus' to further help PV (Potentially Vulnerable students) access the curriculum	All Teaching staff and TAs SENCO	On going	PV students continue to achieve in line with all students (See Raise on Line, SIMs data and GCSE results)	N/A

<p>To look for and increase opportunities for cultural experiences for all students, including the disadvantaged at home and abroad to ensure students receive an outstanding Social. Moral, Spiritual and Cultural Education</p>	<p>All Staff including the PHSE/Ethics co coordinator</p>	<p>On going</p>	<p>Iceland trip  Barcelona Trip  First World War Battlefields  Visits to places of worship E.g. a mosque as part of the Ethics/RS curriculum  To increase participation of disadvantaged students in school visits through use of the pupil premium fund</p>	<p>N/A</p>
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Action Plan Author: Miss Alison Naylor

Review Frequency: Annually

Next Review Date: October 2018

Ratified by the Governors on: ..... (date)

Signed: .....(Chair of Governors)