

Equality Policy

Policy Reviewed:	Autumn 2023
Next Review:	Autumn 2024

Brook 6th Form & Academy is an inclusive school where we focus on the well-being and progress of every child and where all members of our community are of equal worth.

We strongly believe that the Equality Act provides a framework to support our commitment to valuing diversity, tracking discrimination, promoting equality and fostering good relationships between people in our school.

We welcome our duty under the Equality Act 2010 to eliminate discrimination, to advance equality of opportunity and to foster good relations between all members of our school community.

The education we provide at Brook 6th Form & Academy reflects the diversity of our society. The ethos of the School supports the development of self-respect and self-esteem in all students, staff and the community it serves. We are proud of our School community, in which all members have a right to be treated and valued equally regardless of race, class, gender, sexual orientation, size, religion or the challenges of disability or disadvantage.

Our policy endorses the three principles of inclusion in the National Curriculum

- setting suitable learning challenges
- responding to students' diverse learning needs
- overcoming potential barriers to learning and assessment for individuals and groups of students

Brook 6th Form & Academy aims to:

- present people of both sexes and from differing cultural, social and ethnic groups as individuals whose existence as humans we cherish and respect
- encourage students having some physical or mental difficulty to fulfil their potential by taking advantage of the full range of teaching and learning resources and to foster an atmosphere of positive discrimination towards those thus disadvantaged
- encourage all students to fulfil their potential
- encourage students to see diversity in our community and society as positive
- eradicate stereotyping, which leads to an inhibition of individual student abilities, preferences and aspirations
- acknowledge the effect external influences have on the development of equal opportunities in the School and to ensure that the policy is not undermined by these influences

Attainment and progress

Our aim is to ensure that all students achieve the highest standards. At Brook 6th Form & Academy we will monitor all achievement and progress in order to offer every student the best possible educational opportunities. Student achievement is analysed by gender, ethnicity and background. Our policy is underpinned by an appreciation and understanding of how race, class, gender, sexual orientation, size, religion or the challenges of disability or disadvantage impact on learning. In order to comprehensively monitor and evaluate our equalities policy we will need to:

- Address any pattern of underachievement of a particular group through targeted curriculum planning, teaching and support
- Encourage all students to take responsibility for their own learning through regular reflection on their progress
- Use assessment systems and procedures which are free of gender, racial, cultural and social bias, avoiding stereotypical responses. Baseline assessment is used appropriately for all students
- Ensure progress reports to parents are accessible and appropriate, in order to ensure all parents have the opportunity to participate in the dialogue
- All forms of achievement are recognised and valued

Attitudes and environment

The Brook 6th Form & Academy operates in a climate which celebrates diversity. The School promotes positive approaches to difference, fostering respect for people and property. Language or behaviour, which is racist, sexist, homophobic or potentially damaging to any minority group, will not be tolerated.

- There is high expectation of all students with regard to behaviour and attendance
- All forms of discrimination, including racism, sexism and homophobia, are recorded, monitored and dealt with in line with the school's behaviour policy
- The school works in partnership with parents and the community to tackle specific incidents of harassment and to develop positive attitudes to difference. Visitors to School are required to adhere to the Brook 6th Form & Academy equalities policy
- Adults in School take care to lead through example, demonstrating high expectations of all students
- It is recognised that cultural background may affect attitudes, opinions and behaviour. The School takes this into account when dealing with incidents of unacceptable behaviour
- Students are encouraged to become independent and to take responsibility for their own behaviour

Attendance and exclusions

In order to promote equal access to learning experiences for all students, the Brook 6th Form & Academy will monitor patterns of exclusion and attendance including information on gender, ethnicity, special educational needs and background. The school and families are aware of their rights and responsibilities in relation to student attendance, and absence is followed up by appropriate personnel who are aware of community issues.

Recognising and dealing with discriminatory incidents

When incidents of a discriminatory nature occur, it is our collective responsibility to challenge and intervene positively.

Manifestations of discrimination may be:

- a student towards another student
- a student towards a member of staff
- a member of staff towards a student
- a member of staff towards another member of staff
- a parent or member of the public towards a student
- a parent or member of the public towards a member of staff

Actions which are clearly unacceptable and/or hurtful include:

- derogatory and discriminatory name-calling, insults, comments and jokes
- discriminatory graffiti or any other written insult including text messages, websites and social networking sites
- provocative behaviour such as wearing discriminatory badges or insignia
- bringing materials such as leaflets, comics or magazines into school which are judged to be discriminatory or designed to diminish, including pornography
- attempts to recruit others to organisations and groups practising discrimination
- making threats against a person or group
- offensive and/or hurtful actions against a person or group
- physical assault against a person or group
- unwelcome suggestions or physical contact including varying degrees of sexual assault
- any other instances of discriminatory behaviour

Any or all of these actions will be seen as particularly serious when the perpetrator is in a position of power or authority over the victim.

Framework for staff dealing with discrimination

It is important to explain to the perpetrators why their actions are regarded as derogatory and discriminatory. The nature of the incident should be considered when deciding on a course of action. For example, it may require action relating to one individual, a larger group or even an entire year group.

Staff will need to use their judgement as to the context of addressing the issue. If appropriate and possible, discussion with other colleagues is often helpful.

Dealing with incidents

Coherence and consistency of practice are essential for effective action. The following are practical suggestions for dealing with discriminatory incidents:

- Challenge the perpetrator(s) in a non-confrontational manner
- Remove the perpetrator(s) from the lesson/situation
- Establish the nature of the incident by obtaining a written statement from the perpetrator(s) and from those suffering the incident (the victim). Other witnesses may also be requested to provide written statements
- Explain in detail to the perpetrator(s) the wrong done
- Take appropriate action as determined by the nature of the incident, e.g. whether punishment is appropriate
- Incident must be recorded on CPOMS and senior staff member informed

Criteria for monitoring and evaluating discriminatory practices

Discriminatory incidents within the Brook 6th Form & Academy must be examined within the general context of the school's behavioural patterns. In order to evaluate discriminatory behaviour, the School will need to monitor:

- The frequency of such incidents
- Evidence of change following action taken
- Evaluating the information available to identify any evidence of trends
- Assessing the information relative to our perceived view of the frequency and nature of discriminatory incidents

Teaching and learning

Teaching and Learning within Brook 6th Form & Academy ensures that equalities issues are actively incorporated in classroom practice:

- All students are encouraged to become responsible for their own learning
- Teaching is responsive to students' different learning styles in order to engage all students
- The teacher ensures that the classroom is an inclusive environment in which students feel all contributions are valued. Where groups or individuals are marginalised, the teacher takes positive steps to include them
- Varied teaching styles including collaborative learning so that students appreciate the value of working together. All students are encouraged to question, discuss and collaborate in problem solving tasks
- Student grouping in the classroom is planned and varied
- Teachers challenge stereotypes and foster students' critical awareness and concepts of fairness, enabling them to detect bias and challenge inequalities
- Resources and displays reflect the experience and background of students, promote diversity and challenge stereotypes in all curriculum areas
- All resources are reviewed regularly to ensure they reflect the inclusive ethos of the School
- Using differentiated activities reflecting student abilities
- A focus on SMSC and fundamental British Values

Individual staff responsibilities

Action against negative and devaluing behaviour in respect of gender, race, special needs, religion, ethnic/national origins will be monitored by:

- Identifying such behaviour
- Dealing with the perpetrator behaviour
- Supporting the victim
- Recording the incident on CPOMS and informing a senior member of staff

Staffing – recruitment, training and continuing professional development

The Brook 6th Form & Academy equalities policy emphasises that all staff, including non-teaching and part-time staff, are given status and support:

- All members of staff have access to INSET, which will enable professional development
- Recruitment and selection procedures are fair and equal
- Staff reflects ethnic and gender diversity at all levels
- The skills of all staff members are recognised and valued and staff are encouraged to share their knowledge
- Staff and visitors provide a wide range of role models and reflect the diversity of the local and wider community

Policy, leadership and management

The Brook 6th Form & Academy policies reflect a genuine commitment to equal opportunities throughout the school:

- The management of the school and the Governing Body set a clear ethos which reflects the school's commitment to all its students and staff and ensure that the equal opportunity ethos is both explicit and practised
- Teaching and curriculum development are monitored to ensure high expectations of all students and appropriate breadth of content in relation to the school and wider community
- We aim to maintain access to all parts of the school building for students with physical disability

The Headteacher is the named senior member of staff responsible for equal opportunities in the school

Equality Act 2010

The Equality Act 2010 requires us to publish information that demonstrates that we have due regard for the need to:

- **Eliminate unlawful discrimination, harassment, victimisation** and any other conduct prohibited by the Equality Act
- **Advance equality of opportunity** between people who share a protected characteristic and people who do not share it
- **Foster good relations** between people who share a protected characteristic and people who do not share it

What are we doing to eliminate discrimination, harassment and victimisation?

- We take into account equality issues in relation to admissions and exclusions
- We are aware of the Reasonable Adjustment duty for disabled students
- All appointment panels give due regard to this policy so that no one is discriminated against in terms of employments or promotion
- We actively promote equality and diversity through the curriculum and by creating an environment that champions equality of opportunity
- Our admission arrangements are fair and transparent, and we do not discriminate against students by treating them less favourable on the grounds of sex, ethnicity, disability, religion or belief, sexual orientation, gender and other protected characteristics

What are we doing to advance equality of opportunity between different groups?

- We collect and analyse data in order to inform our planning and identify targets to achieve our attainment targets for students
- We have procedures to identify children with SEND
- We collect data and monitor progress and outcomes of different groups of students and use this data to support school improvement, taking action to close attainment gaps

What are we doing to foster good relations?

- We prepare our students for life in a diverse society and ensure that there are activities across the curriculum that promote the spiritual, moral, social and cultural development of our students
- We teach about difference and diversity and the impact of stereotyping, prejudice and discrimination through PDE, RS and across the curriculum including our tutor time programme
- We use materials and resources that reflect the diversity of the school, the local community and British society
- We promote a whole school ethos and values that challenge prejudice language, attitudes and behaviour

Monitoring and review

All members of staff and the Governing Body have the responsibility of implementing this policy. This policy will be regularly reviewed

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