



CHURCHILL
SCHOOL

Equalities Policy

Aims of the School

Our Purpose

At Churchill we are committed to improving the quality of life for people in our community, protecting vulnerable people and reducing inequalities.

The governing body are committed to a policy of equality and aim to ensure that no member of the school community is treated less favourably because of their race, sex, colour, ethnic or national origin, marital status, age, sexual orientation, disability or religious belief, unless that is permitted by law and in the interests of the wider school community.

We want to build on the strong spirit of the community and form positive relations with it. We want to ensure equality of access and to tailor our services to the communities we serve. We will put in place a range of actions to prevent and eliminate prejudice, discrimination and harassment within the communities we serve, and in our workforce, and promote equality of opportunity. We will develop and promote policies and systems which make sure those members of our community and our workforce are not discriminated against or bullied for any reason.

Our Values

- **Wisdom** – we gain wisdom through learning and doing. Wisdom is knowing what to do. It is knowing right from wrong, good from bad
- **Justice** – Justice is making sure we treat others and ourselves fairly
- **Courage** – Courage is being brave when we are scared. It is being able to do something when we feel bad or fear we might fail
- **Compassion** – Compassion is caring about others. It is wanting to help those who are hurting. Compassion is showing kindness to all people
- **Hope** – Hope is knowing and wanting good things to happen. Hope is doing what we can to make good things happen
- **Respect** – Respect honours the good things that others and we do. Respect values people and things for who and what they are. Respect honours people and things of special worth
- **Responsibility** – Responsibility is taking care of the people and things that are ours. Responsibility is keeping our promises. It is doing our duty for our family, school, community and country
- **Integrity** – Integrity is being honest. It is being trustworthy. Integrity is being true to yourself and your beliefs

Strategic Objectives

- Improving learning outcomes for all
- Overcoming learning inequalities
- Developing communications
- Changing the future of learning
- Developing a world-class workforce

Commitment

- To develop people
- To be outward looking
- To be learner focused
- To be community focused
- To enhance independent learning
- To be innovative and creative
- To develop and use new technologies

Objectives

- To promote actively equal opportunities in all areas of school life.
- To ensure that all students are given the best education regardless of ability, gender, race, culture and disability, religion or sexual orientation.
- To ensure that members of the school community know their rights, and respect the rights of others.
- To ensure that prejudice or discrimination in all its forms is actively rejected.
- To raise awareness of equal opportunities issues for all members of the school community, and through our links with the local community.
- To establish strategies to enable each individual to fulfil his/her potential to ensure equality of access to the curriculum.
- To ensure that all aspects of running the school are based on the principles of equality of opportunity.
- To make sure that this policy is used consistently by all members of the school community.

Responsibilities for Equal Opportunities

- Governors have a duty to ensure that this equalities policy is regularly monitored and reviewed in order to detect potential imbalances and take steps to correct them.
- The Headteacher has responsibility for the implementation of the policy.
- All staff and volunteers have a responsibility to work towards equality and inclusion, by not discriminating against anybody, and by promoting equality.
- Suppliers and Contractors have a responsibility to ensure they are aware of our statutory duties in equality and ensure their employment practices are non-discriminatory.

Implementation

There are a number of ways the policy will be implemented:

- Responding to relevant legislation
- Engaging positively with our community;
- Welcoming visitors into school
- Effectively handling complaints;
- Maintaining robust procedures for dealing promptly with incidents of bullying, sexual, racial and disability discrimination
- Monitoring of diversity information;
- Ensuring displays around the school reflect positive images and the diversity of the community.
- Reviewing resources to make sure they are free of bias
- Maintaining consistency e.g. so that rules, rewards and sanctions are applied equally to all students

- Actively promoting appropriate attitudes, language and behaviour
- Planning opportunities for students to develop a practical understanding of appropriate social relationships and the rights and responsibilities of individuals.
- Training;

Monitoring and Review

- A log of all reported breaches of the Equal Opportunities Policy will be kept.
- The policy will be reviewed every two years. Changes should be reflected in the school development plan and reported to the Governing Body.
- The Leadership team will monitor the operation of this policy.

Review

This policy will be reviewed in line with the school’s policy review programme.

Author	Date	Frequency of Review
Georgina Ellis	Spring Term 2019	Two Yearly
<p>Adopted by the Governing Body</p> <p>Date:</p> <p>Signed</p>	<p>Reviewed</p> <p>Date:</p> <p>Signed</p>	<p>Reviewed</p> <p>Date:</p> <p>Signed</p>

Our Equality Objectives

Equality Objective 1

To close the achievement gap by ensuring there is *no* difference in the progress made by different groups of learners.

We have chosen this objective because:

The Equality Act 2010 introduced a single Public Sector Equality Duty, which applies to all schools, including both LA maintained and Academies. It requires that the academy must have due regard to the need to:

- Advance equality and opportunity between people who share a protected characteristic and people who do not share it.

Churchill Special School is a smaller than average school and we have significantly more boys than girls on roll. Approximately 40% of our students qualify for the pupil premium and almost 30% are identified as living in deprived areas. 100% of our students have additional special educational needs.

We believe that social or economic background should not be a barrier to educational success and we will work tirelessly to ensure that it is not.

To achieve this objective we will:

- Have high expectations for all;
- Have clear routines for learning;
- Offer the very best quality first teaching;
- Provide access to evidence-based interventions;
- Ensure all learning is driven by reliable student data;
- Have an unwavering focus on results and an expectation that all can succeed;
- Work to secure high levels of parental engagement.

Using the Pupil Premium effectively is a key part of our strategy for closing the gap (see our school website for details of our Pupil Premium allocation, spend and impact).

Equality Objective 2

To make sure 100% of students participate in at least three meaningful extra-curricular activities a week:

We have chosen this objective because:

The Equality Act 2010 introduced a single Public Sector Equality Duty, which applies to all schools, including both LA maintained and Academies. It requires that the academy must have due regard to the need to:

- Foster good relationships across all characteristics, between people who share a protected characteristic and people who do not share it.

We want to ensure that every child at Churchill regularly participates in at least three extra-curricular activities, this is important as our pupils are often not able to access out of school activities. Research indicates that participating in after school programmes improves the performance on measures of academic achievement. There is also evidence that there are wider benefits for low-income students in terms of attendance at school, behaviour and relationships with peers (Education Endowment Foundation). Furthermore, additional evidence exists that demonstrates the importance of secure peer-to-peer relationships to achieving academic success (Relational Schools Programmes). Extra-curricular activities have been proven to be a powerful way of achieving this.

To achieve this objective we will:

- Organise the school week so that a wide variety of enrichment sessions are available on Tuesday, Wednesday and Thursday. This offer of activities will be constantly assessed and evaluated in light of pupil need and staff expertise to offer a broad range of sporting, creative and academic opportunities.
- Encourage students to participate in a variety of tasks which enhance their development and broaden experience.
- Offer opportunities from a wider range of providers. Our PE premium grant information provides some additional information.

Equality Objective 3

To encourage positive relationships between all pupils, and to provide an environment in which there is no prejudice in relation to the protected characteristics listed in the Equality Act 2010

We have chosen this objective because:

The Equality Act 2010 introduced a single Public Sector Equality Duty, which applies to all schools, including both LA maintained and Academies. It requires that the academy must have due regard to the need to:

- Foster good relationships across all characteristics, between people who share a protected characteristic and people who do not share it

We are a unique school. Our pupils are diverse in their backgrounds. 85% of our school is male, and 100% have some form of Special Educational Need or Disability. Research has demonstrated that there is a clear link between bullying and poor attendance and/or Mental Health related issues. It has also shown that this can be overcome when there are clear expectations of all pupils, where the school is deliberately structured so that it is comprised of small, supportive classes that ensure each individual is known, and where pupils have opportunities to meet each other in a variety of contexts.

To achieve this objective we will:

- Ensure that all pupils are placed in small groups with dedicated staff
- Address equality related issues through Meeting Time discussions
- Address equality related issues through taught sessions including PSHE, Careers and Life Skills
- Provide a comprehensive support team to address pastoral issues
- Offer Enrichment as part of our curriculum three times a week
- Have a clear system of sanctions and rewards
- Engage with third party organisations like Stonewall and A Time to Change to provide additional support