 <b>HOLYPORT COLLEGE</b>	Equality Policy	
	Effective Date: 06 Nov 2014	Version No: v1.2


<b>Title</b>	<b>HOLYPORT COLLEGE EQUALITY POLICY</b> <b>Incorporating:</b> <ul style="list-style-type: none"> <li>• <b>Equal Opportunities</b></li> <li>• <b>Public Sector Equality Duty Statement</b></li> <li>• <b>Disability Equality Scheme</b></li> <li>• <b>Accessibility Plan</b></li> <li>• <b>Anti-Racist Education</b></li> </ul>
<b>Person responsible for policy formulation, implementation, maintenance and evaluation</b>	Founding Head Master
<b>Persons consulted</b>	Head Master Bursar SLT GWC
<b>Adopted by Governors on</b>	06-11-2014
<b>Date of future review</b>	Nov 2023

### REVISION STATUS TABLE

Revision No	Effective Date	Summary of Revision	Reviewed by	Date
v1.0	06/11/2014	New Policy	FGB	
V1.1	May 2017	Full review		
V1.2	Nov 2020	Full review	GWC	05.11.2021

### POLICY DOCUMENT ANNUAL REVIEW

This Policy document is subject to a periodic review by Holyport College that is formally documented to ensure its continuing suitability, adequacy and effectiveness. Areas subject to review include, but are not limited to, follow-up action from previous reviews, policy conformity, review of complaints, status of corrective and preventive actions, and improvements for the forthcoming year. Holyport College reserves the right to amend this

 <b>HOLYPORT COLLEGE</b>	Equality Policy	
	Effective Date: 06 Nov 2014	Version No: v1.2

Policy by notice following such review in circumstances in which it considers such change to be necessary or appropriate.

## **SECTION 1: EQUAL OPPORTUNITIES POLICY**

### **Introduction**


- Holyport College is committed to the active promotion of the equality of opportunity, which embraces all aspects of school life.
- All staff are expected to work in accordance with the principles outlined in this policy to:
  - Promote an inclusive and collaborative ethos in their practice
  - Deal with any prejudice-related incidents that may occur
  - Plan and deliver curricula and lessons
  - Support pupils in class who have additional needs
- All members of the College community, irrespective of age, ability, appearance, gender, sexual orientation, physical disability, racial or ethnic group, religious beliefs and socioeconomic circumstances will receive equality of opportunity and regard, so far as this is possible within available resources.
- This policy has been prepared within the framework of the following legislation: Equality Act (2010), The Children Act 1989, Employment Relations 1999, Employment Rights Act 1996, and the Human Rights Act 1998.

### **Student Implications**

- The College will aim to provide reasonable physical access for all pupils to College buildings and facilities;
- Notices, displays and resource centres will be consistent with the policy;
- Publicity materials and admission procedures will be non-discriminatory;
- Student support systems within the College will follow the policy;
- Guidance and counselling given to pupils, or potential pupils, will be impartial;
- Pupils who need more flexible arrangements in relation to examination and assessment will receive assistance;
- No member of the College community will be subjected to discrimination or harassment.

### **Staff Implications**

- Selection procedures will afford equality of opportunity to all applicants and will be monitored;

 <b>HOLYPORT COLLEGE</b>	Equality Policy	
	Effective Date: 06 Nov 2014	Version No: v1.2

- All personnel involved in recruitment and selection will ensure that the Equal Opportunities legislation is applied;
- The College will offer posts on a part-time or job share basis where possible;
- All Staff and Governors will receive Equal Opportunities awareness training;
- Staff who feel that they have been the victim of any discrimination should pursue the matter through the College grievance procedure;
- The importance of positive and non-stereotypical role models is recognised.

## Curriculum Implications

Each department should independently ensure that:

- teaching methodology and materials conform to the policy;
- teaching and learning strategies discourage prejudice and stereotyping and do not disadvantage the student;
- Staff and pupils are encouraged to explore issues of Equal Opportunity;
- the policy is applied to all areas of the curriculum : academic, sporting and cocurricular. The curriculum must offer open access and equal treatment for all members of the College;
- work experience placements will reflect the policy.

## Boarding Implications

The structure and organisation of boarding within the school will:


- pay due regard to the background and diverse needs of pupils and staff;
- provide equal opportunity in respect to gender and to living in a multi-cultural society;
- foster tolerance, understanding and respect, and identify and remove unfair practices;
- recognise the crucial role of front-line staff in dealing with issues of equality.

## SECTION 2: PUBLIC SECTOR EQUALITY DUTY

### Aims

We recognise that the public sector equality duty has three aims, to:

- eliminate unlawful discrimination, harassment and victimisation and other conduct under the Equality Act 2010;
- advance equality of opportunity between people who share a protected characteristic and those who do not;
- foster good relations between people who share a protected characteristic and those who do not.

 <b>HOLYPORT COLLEGE</b>	Equality Policy	
	Effective Date: 06 Nov 2014	Version No: v1.2

## Data Provision

The following data will be provided annually to the Governing Body:

### Pupil data

- Progress and Value Added Data
  - o by gender
  - o by ethnicity
- Attainment in English and Maths by gender
- Attainment by ability
- Progress and Value Added in Science (girls)
- Grouping of students – Children in Care, Service Children, Pupil Premium, Boarders, Day, SEN, Most able, middle ability
- Attendance/Absence by gender
- Exclusions
- Participation in the College Council by Race and Gender
- Ethnicity of pupils
- Representation on behalf of the College (e.g. through College sports teams)

### Staff data


- Teaching workforce by gender
- Teaching workforce by ethnicity
- Teaching workforce by age
- Workforce by disability
- Non-teaching workforce by gender
- Non-teaching workforce by ethnicity
- Non-teaching workforce by age

### Other information

- Attendance at parents' evenings
- Governor representation

## SECTION 3: DISABILITY DISCRIMINATION ACCESSIBILITY

This document should be read in conjunction with the Equal Opportunities Policy, and all other policy documents relating to the conduct of staff and learners across the College. The aim of this document is to provide a policy that complies with the Disability Discrimination provisions in the Equality Act 2010 and supports the pupils, staff, parents and carers and other users of Holyport College.

 <b>HOLYPORT COLLEGE</b>	Equality Policy	
	Effective Date: 06 Nov 2014	Version No: v1.2

The DD provisions apply to school in a range of different ways. In particular, they apply to the three main College functions:

- To the College in its main function of providing education to pupils;
- To the College as an employer;
- To the College as a provider of services to parents and carers and the wider public.

The Disability Equality Duty requires the College, when carrying out its functions, to have due regard to the need to:

- Promote equality of opportunity between disabled people and other people;
- Eliminate discrimination that is unlawful under the Equality Act;
- Eliminate harassment of disabled people that is related to their disability;
- Promote positive attitudes towards disabled people in public life;
- Take steps to meet disabled people's needs, even if this requires more favourable treatment.

## DEFINITION OF THE TERMS:


Holyport College supports the Equality Act definition of disability: 'a physical or mental impairment which has a substantial and long-term adverse effect on his or her ability to carry out normal day-to-day activities.'

- 'physical impairment' includes sensory impairments;
- 'mental impairment' includes learning difficulties and an impairment resulting from or consisting of a mental illness;
- 'substantial' means 'more than minor or trivial'; and
- 'long term' is defined as 12 months or more.

The definition includes a wide range of impairments, including hidden impairments such as dyslexia, autism, speech and language impairments, Attention Deficit Hyperactivity Disorder (ADHD). These are all likely to amount to a disability, but only if the effect on the person's ability to carry out normal day-to-day activities is substantial and long term, as defined above. Further guidance on the definition of disability has been produced by HM Government Office of Disability Issues and is available from the Equality and Human Rights Commission.

The effect on normal day-to-day activities is on one or more of the following:

- mobility;
- manual dexterity;
- physical co-ordination;
- continence;
- ability to lift, carry or otherwise move everyday objects;
- speech, hearing or eyesight;
- memory or ability to concentrate' learn or understand;
- perception of risk of physical danger.

 <b>HOLYPORT COLLEGE</b>	Equality Policy	
	Effective Date: 06 Nov 2014	Version No: v1.2

Some people are automatically covered by the definition: those with cancer, multiple sclerosis, HIV infection or severe disfigurement. There are special provisions for people with progressive or recurring conditions.

Holyport College believes that every pupil has the right to an education that enables them to fulfil their potential regardless of religion, race, gender or disability.

## GATHERING INFORMATION

School will gather information on **pupil** disabilities from:

- Parents and carers
- First and feeder schools
- Test data
- Statements of SEN
- SEN records
- Outside agencies
- Additional sources if appropriate.

School will gather information on **staff** disabilities from:

- Completed application forms
- Personal disclosure
- Documents or data provided by the Local Authority (e.g. for admissions and SEN).

School will gather information of **parental** disabilities by:

- A letter sent to all homes and voluntary disclosure.

All information gathered will be treated with total confidentiality and the school will act with the best intentions with the information provided.

## MEETING THE GENERAL DUTY

The school will take action to promote equality of opportunity addressing the six elements of the general duty:

### 1. Promoting equality of opportunity:


School will work proactively to make reasonable adjustments for disabled pupils, disabled parents, carers and others who use the school.

### 2. Eliminating discrimination:

This includes awareness raising, staff training, evaluating the impact of policies, reviewing and adjusting policies, raising expectations and improving communication.

### 3. Eliminating harassment:

School will work to raise awareness amongst staff, pupils and other stakeholders to understand the nature and prevalence of bullying and harassment, to recognise and address any form of bullying or harassment.

 <b>HOLYPORT COLLEGE</b>	Equality Policy	
	Effective Date: 06 Nov 2014	Version No: v1.2

#### **4. Promoting positive attitudes:**

Respectful attitudes towards disabled community members will be modelled by all staff and pupils and disabled people will be represented in school where possible. Positive images of disabled people will be included in books and other materials.

#### **5. Encouraging participation in public life:**

Disabled pupils, staff, parents and other stakeholders will be encouraged to participate to show success, responsibility in roles and positive images of disabled people participating.

#### **6. Meeting needs**

Taking steps to meet disabled people's needs, even if this requires more favourable treatment. This may include additional coaching or training, special facilities for disabled pupils, parents, staff or other stakeholders or interviewing all disabled applicants who meet the minimum requirements for a position.

The aim will be to improve access to the curriculum for disabled pupils, extend the physical environment of the school to increase the extent to which disabled pupils can access education and associated services. Additionally, it will improve the delivery of information to disabled pupils of information which is documented for pupils who are not disabled.


### **REVIEW OF POLICY AND PRACTICE**

The College will assess the impact of its current and proposed policies and practices on disability equality by:

- bringing together the issues identified through the involvement of disabled pupils, staff and parents;
- and the information that the College holds on the disabled pupils, staff and parents.

Where possible, all stakeholders will be involved in prioritising what is to be considered first.


As part of the review of the policy, College will need to revisit the information that was used to identify the priorities. We will review the information to evaluate actions that the College has taken to see if it has affected opportunities and outcomes for disabled pupils, parents and staff. This regular review will inform its revision and set the new priorities as necessary. Consultation will then take place with all stakeholders.

 <b>HOLYPORT COLLEGE</b>	Equality Policy	
	Effective Date: 06 Nov 2014	Version No: v1.2

## **SECTION 4: COLLEGE ACCESSIBILITY ACTION PLAN 2020-2023**

1. This Action Plan addressing each of the six themes of meeting the general duty in Section 3: Disability Discrimination Accessibility and shows objectives, responsibility, success criteria, timescales, consideration of resources and monitoring and evaluation
2. The College works within a national framework for educational inclusion provided by:
  - Inclusive School (DfES 0774/2001)
  - SEN & Disability Act 2001
  - The SEN Revised Code of Practice 2014
  - Equality Act 2010
  - Code of Practice for Schools Equality and Human Rights Commission
  - Ofsted
  - Boarding Schools Association
3. The College is committed to providing a school environment which values and includes all pupils, staff, parents and visitors regardless of their education, physical, sensory, social, spiritual, emotional and cultural needs. We are committed to challenging negative attitudes about disability and accessibility and to developing a culture of awareness, tolerance and inclusion.
4. Holyport College continually monitors the accessibility of provision for all pupils, staff and visitors to the school and identifies actions to:
  - Improve access to the physical environment of the school. This covers improvements to the physical environment of the school and physical aids to access education, including consideration for specialist facilities;
  - Increase access to the curriculum for pupils with a disability, expanding the curriculum as necessary to ensure that pupils with a disability are as equally prepared for life as able-bodied pupils. This covers teaching, learning and the co-curriculum of the school such as participation in after-school clubs, leisure and cultural activities or school visits. It also covers the provision of specialist aids and equipment, which may assist these pupils in accessing the curriculum.
  - Improve the delivery of written information to pupils, staff, parents and visitors with disabilities. The information should be made available in various preferred formats within a reasonable time frame.
5. Section 4 includes an Action Plan, relating to these key aspects of accessibility. These plans will be reviewed as required and formally updated every three years.



 <b>HOLYPORT COLLEGE</b>	Equality Policy	
	Effective Date: 06 Nov 2014	Version No: v1.2

6. The College acknowledges that there is a need for ongoing awareness raising and training for staff and governors in the matter of disability discrimination and the need to inform attitudes on this matter.
7. The Accessibility Plan should be read in conjunction with other relevant documents, including: School Prospectus, Curriculum; Equality ;Staff Development; Health & Safety (including off-site safety); Special Needs; Behaviour; School Development Plan; Asset Management Plan; School Prospectus and Mission Statement; and the Teaching and Learning Policy
8. The Action Plan for physical accessibility relates to the Access Audit of the School. It may not be feasible to undertake some of the works during the life of this first Accessibility Plan and therefore some items will roll forward into subsequent plans. The audit will need to be revisited prior to the end of each first three-year plan period in order to inform the development of the new Plan for the following period.
9. The Plan will be monitored through the Governors' Finance Committee

### **COLLEGE ACCESSIBILITY ACTION PLAN 2020 \_ 2023**

Public Sector Equality Duty	Equality Objectives	Actions	How will the impact of the action be monitored?	Who is responsible	Review Nov 2020
<p>Eliminate discrimination, harassment and victimisation</p> <p>Foster good relations between different groups</p>	<p>Use PHSE sessions to educate students on the use of discriminatory language in all its forms e.g. Homophobic, gender, racist</p>	<p>Review of content of PHSE sessions</p> <p>Student Voice</p> <p>Celebration of Black History Month</p> <p>Annual Nations Day event</p>	<p>Data analysis of racist and bullying incidents</p> <p>Student voice to feedback on impact</p> <p>Staff , Parent and Student surveys</p>	<p>Founding Head Master and House Masters</p>	<p>The Personal Development curriculum is now well-embedded and has been audited.</p> <p>A Student Leadership Co-ordinator has been appointed and student leadership roles are being developed</p>




Black History Month has been celebrated as never before, with black students taking responsibility for a series of assemblies

The second annual Nations Day event is now at advanced planning stage. It is a vibrant celebration of the many cultures and backgrounds which exist at the College


The College sadly detected an increase in the use of racist language and behaviours. A working party of staff and students has been set up to help the College learn from this, tackle prejudice, particularly unconscious bias, and



					foster good relations.
Advance equality of opportunity between different groups	<p>All students to gain a positive progress 8 score.</p> <p>Achieve a year on year (over three years) elimination in the attainment gap in English and mathematics at KS2-4 between students with a SEN, FSM, PP and their peers.</p> <p>Achieve a year on year (over three years) elimination in the gap in Fixed term and Permanent Exclusions between students with a SEN, FSM, PP and their peers.</p>	See College Strategic Development Plan	<p>Data Analysis</p> <p>Exam Results</p> <p>Key Stage Leaders reports</p> <p>Student Voice Surveys</p>		<p>An analysis of data for disadvantaged students at GCSE, defined as being SEND Support, EHCP, LAC, PLAC, College bursary showed that in every year of GCSE results at the College, this group performed better than the school's general average at P8.</p> <p>2020 results at GCSE show positive P8 results for all vulnerable groups except LAC (2 students)</p> <p>The College should consider looking at results based on ethnicity and destinations data to university</p>

 <b>HOLYPORT COLLEGE</b>	Equality Policy	
	Effective Date: 06 Nov 2014	Version No: v1.2

					<p>based on ethnicity</p> <p>The College should examine its behaviour and exclusions data to see what patterns emerge, if any, with regards to students with protected characteristics</p>
Eliminate discrimination, harassment and victimisation	Develop a College – wide Mental Health Strategy	Establish a Mental Health Working Party	The group will report progress to the college annually	Head Master	The College Mental Health Policy has been written and is being presented at Governing Body in Nov 2020
Foster good relations between different groups		<p>Audit the needs of our students and staff</p> <p>Seek support from centres of excellence and charities which support mental health in schools</p> <p>Gain a recognised 'kite mark' in inclusion and mental health</p>	<p>SLT and governor</p> <p>The strategy will start to become visible in practice as it rolls out</p>		<p>Disrupted owing to Covid-19.</p> <p>On-going</p>

 <b>HOLYPORT COLLEGE</b>	Equality Policy	
	Effective Date: 06 Nov 2014	Version No: v1.2

## **SECTION 5: ANTI-RACIST EDUCATION: LEARNING STATEMENT PRINCIPLES AND OBJECTIVES**

At Holyport College we believe that:

- All pupils are damaged by the holding of racist views;
- All pupils have the right to access culturally diverse learning opportunities;
- The College is proactive in promoting race equality, including a curriculum which promotes cultural diversity and prevents racism and using education to challenge the ignorance which lies at the root of prejudice and racism;

## **RESPONSIBILITIES**

The Founding Head Master will be responsible for:

- Monitoring the implementation of the policy and communicating its implications to pupils, parents, staff, governors and the local community;
- Ensuring that records are correctly maintained and reported to the Governing Body;
- Co-ordinating support from the Local Authority (the Royal Borough of Windsor and Maidenhead) and other agencies where appropriate;
- Co-ordinating review and feedback from other staff and pupils;

The Governing Body will be responsible for:


- Monitoring records of racist incidents.

## **DEFINITIONS AND COVER**

A racist incident is any incident which is perceived to be racist by the victim or any other person. (This definition is that used in the MacPherson Report). Some common forms of racist incidents are Racist name calling, bullying, graffiti and slogans.

This policy covers:

- Pupils: our curriculum will strive to equip pupils to take part fully in the world of the future by heightening their awareness of cultural diversity and by challenging racist attitudes;
- Staff: all staff will be fully aware of the implications of our anti-racist policy and will recognise their duty to implement it;
- Governors: support the Founding Head Master in the implementation and monitoring of this policy's effectiveness, receiving regular reports on the number and nature of racist incidents at the College;
- Parents: admissions information, the College brochure/prospectus and home/school agreements will include a declaration of our anti-racist intent.

 <b>HOLYPORT COLLEGE</b>	Equality Policy	
	Effective Date: 06 Nov 2014	Version No: v1.2

## RECORDING AND REPORTING

- The Governors have adopted the RBWM's recommended format for recording racist incidents;
- Pupils will be encouraged to report any racist incident to the person responsible for them at the time. That member of staff should begin to resolve the incident by indicating to the perpetrator that their behaviour is unacceptable, and by ensuring the safety of the victim;
- That member of staff will report the incident to the Head Master or another Senior Leader who will follow the recording and reporting procedures, and note the action to be taken by the school;
- Any incidents arising will be reported to parents of pupils involved, the College Governors and the RBWM.

## TRAINING

The College will arrange for training to be provided for any member of staff or the governing body who needs it to meet the requirements of this policy.


## CURRICULUM

Curriculum planning is reviewed annually, with reference to this policy to ensure that:

- sufficient opportunity is given for pupils to learn about a broad range of cultural influences and heritage and that all areas of knowledge and understanding have been shaped by contributions from people of all races and cultures;
- teachers are offered regular opportunities to construct learning activities which directly challenge racist attitudes and behaviour;
- positive attitudes to ethnic difference, culture and race equality are encouraged through planning and teaching methods, supported further by RE, Personal Development and assembly topics;
- where there are limited opportunities for pupils to regularly meet people from diverse cultural traditions, other resource and sources of information are carefully chosen to reflect cultural diversity and enrich pupils' experiences.

## PERPETRATORS

- The College's aim is to educate, and build towards more harmonious relationships. We recognise that pupils may be influenced by the outside world and the media and may not have a full understanding of the implications of their actions. We expect the perpetrator to apologise to the victim if this can be done without causing further distress;

 <b>HOLYPORT COLLEGE</b>	Equality Policy	
	Effective Date: 06 Nov 2014	Version No: v1.2

- The College will explain to perpetrator(s) why their behaviour is unacceptable, and will be left in no doubt that it is contrary to school policy and against the law;
- Advice from and involvement of external agencies, including Thames Valley Police, will be sought if necessary, to assist the College either to investigate or informally assist the College in relation to any racist or other hate crime incident.