



## The Fenland Federation

Marshchapel Infant School

Grainthorpe Junior School

# Equality and Diversity Policy

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## **Introduction**

We are committed to the promotion of equality and diversity within The Fenland Federation. In so doing, we realise the valuable contribution which all members of the community can make to the schools. Our policies and practices will be reviewed to take into account the different needs and contributions of pupils, staff, parents and governors.

Vital to our work on equality and diversity is to ensure that pupils and staff can develop in an environment which is supportive of academic and emotional needs.

The legislation which applies to schools with regard to equality is complex and requires us to have in place various policies and practices. We have chosen to combine these requirements into a single resource and strategy for equality and diversity. Crucial to this is our intent that all those involved have access to a single resource which clearly details our commitments, describes our processes and sets out how we will deliver equality in schooling.

This strategy therefore includes specific commitments for our:

- Disability Equality Scheme
- Gender Equality Scheme
- Race Equality Policy (inc. Racist Incidents Policy)
- Accessibility Plan
- Responses to legislation on special educational needs, religion and belief, age and sexual orientation

Taking a combined approach strengthens our commitment to equality and diversity, realising that individuals may have multiple needs and requirements. Our strategy makes clear those specific duties required of us.

This strategy is written in such a way, that the reader can readily find and understand our approach to equality. Each section sets out the legal framework, our response to this, and links to other sections of the strategy which provide further information. Our action plan is also coded to reflect which area of the equality agenda the action is designed to address.

Our approach as a federation is to 'mainstream' equality into our policies and practices, ensuring a focus on the issues. Therefore, our key policies on curriculum, pupil behaviour, staffing etc are revised to include equality considerations.

## **Equality Policy**

We are committed to the promotion of equality and diversity in all areas of school life. In so doing, our aim is to eliminate unlawful discrimination, and to promote equality of opportunity and good community relations.

Equality in the context of school life involves all people involved in the development of the school, and covers areas such as:

- progress, attainment, and assessment;
- behaviour, discipline, and exclusion;
- pupils' personal development and pastoral care;
- teaching and learning;
- admission and attendance;

- the curriculum;
- staff recruitment and professional development; and
- partnerships with parents and guardians, and communities.

This policy provides a framework for action to address the six areas of equality covered by legislation – race, gender, disability, age, sexual orientation and religion or belief.

## **Commitments**

We are committed to:

- actively tackling discrimination, and promoting equal opportunities and good community relations;
- encouraging, supporting, and helping all pupils and staff to reach their potential;
- working with parents and guardians, and with the wider community, to tackle discrimination, and to follow and promote good practice; and
- making sure our equality policy and its procedures are followed.

In positively taking forward our objectives on equality, we:

- outline the responsibilities of all those involved in the schools
- set out the processes we shall use to assess our policies and practices
- identify how we will monitor the work that we do, and
- publish results each year to show our progress.

Our Equality Scheme puts these commitments into practice and puts an action plan in place to do so.

## **Equality Scheme**

We have developed a single Equality Scheme which includes our specific duties on disability and gender. It also includes our responses to legislation on race, age, religion and belief, and sexual orientation.

Although the legislation in each area is different, there are clear areas of similarity. In taking seriously our commitment to equality and diversity, we believe that an Equality Scheme which combines activities will deliver more meaningful results and be more accessible to those involved.

This approach which we have taken brings together all our work on equality and diversity into a single strategy which details our policy and commitments, the processes we will follow, and our action plans.

Lincolnshire County Council consulted widely on their Equality and Diversity Strategy, and in so doing, worked with schools to identify the level of priority given to education in the county. Responses to this consultation showed that accessibility in schooling was a clear priority for the people of Lincolnshire among all respondents<sup>1</sup>.

In developing our Equality Scheme, we have consulted with the Parent Partnership for Lincolnshire, our Board of Governors and staff. In further developing our actions, and checking our progress, we will involve parents, pupils, staff and governors.

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<sup>1</sup>. The consultation exercise assessed the level of priority respondents gave to services, and also their satisfaction with those services. Responses have been extracted to assess differences between those that use the services and those that do not, and also by equality categories to assess any differences therein.

As actions are developed, and the results of monitoring become available, we will be able to consult more meaningfully on specifics with those people involved. Also, our annual reports will show the progress we are making, and we invite comments from people on these.

## **Disability Equality**

Within our Equality Scheme, we recognise our responsibilities arising from all legislation relevant to Disability and Special Educational Needs.

In responding to our duties in this context, we will ensure access to education and inclusion for disabled pupils in every aspect of school life by:

- Protecting pupils from discrimination
- Providing improvements to increase access over time, and
- Providing auxiliary aids and services

Our responsibilities extend to our staff, parents and governors. We will eliminate discrimination in employment and recruitment and actively encourage disabled parents/guardians, and the parents/guardians of disabled children, to participate in relevant school activities.

### **What is the legal context?**

There are several pieces of legislation which shape the context in which schools need to provide for equality of opportunity for disabled pupils, and those with Special Educational Needs:

- Disability Discrimination Act 2005 (Disability Equality Duty)
- The disability discrimination duties in Part 4 of the Disability Discrimination Act (DDA)
- The planning duties in Part 4 of the Disability Discrimination Act (DDA)
- The SEN and Disability Act 2001
- The Special Educational Needs (SEN) duties in the Education Act 1996

### **Disability Discrimination Act 2005**

The regulations which revised the DDA in 2005 introduced the duties on schools, one being to have in place a Disability Equality Scheme. The duties do not introduce new rights for disabled people, they introduce an obligation on schools to promote equality of opportunity for disabled people. The duties apply therefore to all people involved in the schools: pupils, staff, governors and parents.

These positive duties recognise that forward-looking methods of removing disadvantage and institutional discrimination are more effective than solely reacting to individual problems when they arise.

The Disability Equality Duties require us, when carrying out our 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 Disability Discrimination Act 1995
- eliminate disability related harassment
- promote positive attitudes towards disabled people
- encourage participation by disabled people in public life

- take steps to meet disabled people's needs, even if this requires more favourable treatment.

These elements together are referred to as the **general duty**.

Schools also have **specific duties**, which provide them with a clear framework to work by. Central to the specific duties is the requirement to produce a Disability Equality Scheme.

The main aim of the general duty is to promote disability equality. Schools will need to look at everything they do, on a day-to-day basis, and think about how equality of opportunity for disabled people can be better promoted. To do this successfully schools will need to embed disability in all management practices and policy development.

The other elements of the general duty support the promotion of disability equality and need to be given 'due regard' in their own right. 'Due regard' means that schools should give due weight to the need to promote disability equality in proportion to its relevance.

Our Disability Equality Scheme includes:

- Our arrangements for gathering information on the effect of our policies and practices on, in particular:
  - the recruitment, development and retention of disabled employees
  - the educational opportunities available to and achievements of disabled pupils.
- Details of how we will use the information gathered, in particular, in reviewing the effectiveness of our action plan and preparing subsequent Schemes.
- Our methods for assessing the impact of our policies and practices on disability equality and where improvements can be made.
- A plan of action - a list of action points that detail the steps that we are going to take to meet the general duty.

## **Disability Discrimination Duties in Part 4 of the DDA**

Discrimination in the context of the DDA Part 4 occurs if:

- A disabled pupil or prospective pupil is treated less favourably than another for a reason related to their disability and without justification
- A school fails, without justification, to take reasonable steps to avoid placing disabled pupils at a substantial disadvantage (known as reasonable adjustment).

The reasonable adjustment duty requires us to anticipate the barriers that disabled pupils may face and to then remove or minimise these before substantial disadvantage occurs.

## **Planning Duties in Part 4 of the DDA**

Schools are required to develop accessibility plans to improve access to education for disabled pupils. Over time, these plans show how access will be increased, including:

- Increasing access to the curriculum for disabled pupils;
- Making improvements to the physical environment of the school to increase access to education and associated services;
- Making written information accessible in a range of different ways for disabled pupils, where it is provided in writing for pupils who are not disabled.

We are required to report each year on our progress on our accessibility plans. Our accessibility plan is combined with our Disability Equality Scheme and so all actions are joined-up in our combined action plan. In doing this, our accessibility plans are coordinated with the Lincolnshire County Council Accessibility Strategy, which is built on consultation with specialist groups, children and young people, and parents/guardians.

## **The Special Educational Needs (SEN) duties in the Education Act 1996**

It is important to note that the definition of Special Educational Needs is different to that of Disability, although there are overlaps between them both.

The SEN duties require schools to use their 'best endeavours' to make appropriate provision for children and young people with Special Educational Needs. Thus the provision of auxiliary aids and services is not included in the reasonable adjustments duty of the DDA. In so doing, schools need to have regard to the SEN Code of Practice which gives guidance on how to interpret duties. We have an Inclusion Policy which covers our commitments to pupils with Special Educational Needs.

The Disabled Persons (Services, Consultation and Representation) Act 1986 applies to Scotland, England and Wales and requires schools to inform the education authority if they consider that a pupil might be disabled within the definition of the Disability Discrimination Act and to notify the education authority prior to the pupil leaving school with regard to any community care arrangements which she might require.

### **Definitions of Impairment and Disability**

The Disability Discrimination Act 1995 and 2005 uses a World Health Organisation definition of disability as being "a physical or mental impairment that has a substantial and long-term adverse effect on a person's ability to carry out normal day-to-day activities."

The effect must be:

- substantial (that is more than minor or trivial)
- long-term (that has lasted or is likely to last for at least a year), and
- adverse.

"Normal day to day activities" must come within one of the following categories:

- 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, and/or
- Perception of the risk of physical danger.

The Act covers people with:

- A physical impairment
- A visual impairment
- A hearing impairment
- A learning difficulty
- A specific learning difficulty (e.g. dyslexia)
- Mental health issues; behavioural, emotional and social difficulties (BESD) if it has a medical basis e.g. ADHD, ASD
- People who are Deaf BSL users, and
- People with long term health conditions<sup>2</sup>

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<sup>2</sup>. The Act also covers people with medical conditions from the point of diagnosis for example diabetes, multiple sclerosis and people living with HIV and cancer.

Not all pupils with Special Educational Needs are disabled pupils, for example not all children with the BSED (Behavioural, Social and Emotional Difficulties) need type and SLCN (Speech, Language and Communication Needs) need type will be disabled under the DDA definition.

- A child may have significant behaviour difficulties and these may relate to an underlying physical or mental impairment that amounts to a disability under the Act. It is important that the school seek to identify any underlying impairment, with help from pediatricians.
- Challenging behaviour may arise from a mental health condition. People with mental and emotional distress no longer need to have a 'clinically well-recognised diagnosis' but do need to have medical validation of their condition. This could be established through a comprehensive assessment by a GP or through a Child Adolescent Mental Health Services (CAMHS) referral and would then mean he/she would be classified as disabled.
- A child may have a behavioural difficulty for a reason other than disability, for example arising from social or domestic circumstances, and it is likely that this is not covered by the legislation.
- It is uncertain as to the origin of certain conditions such as ADHD, whether it is an impairment or socially created. The Disability Rights Commission have advised that children and young people with ADHD and ASD impairments are covered by the Act.

However, we are committed to supporting and promoting the Social Model of Disability, which says that people are disabled not by their impairment, but by a society that does not take account of their needs and prevents them from having full access to society due to due to physical, communication and social barriers.

The social model identifies the problem as being the disabling world. The disabling world which is made up of such discriminatory elements as:

- inaccessible information
- poor communication, e.g. lack of British Sign Language interpreters, few induction loop systems etc
- an inaccessible built or physical environment
- segregated services
- inaccessible transport
- bad design, and
- organisational barriers

Prejudice is manifested through:

- representations, for example media and fiction
- attitudes
- stereotyping
- negative assumptions
- fear
- low expectation, and
- offensive or thoughtless language.

The social model acknowledges that impairment is the functional limitation within an individual caused by a physical or mental or sensory condition, whilst suggesting that disability is the loss or limitation of opportunity to take part equally in the mainstream of the community as a result of barriers that do not affect others, for example physical and social barriers.

The social model locates the problem outside the disabled person and therefore offers a more positive approach because it doesn't blame the individual. It involves everyone in identifying solutions, encourages co-operative problem solving, removes barriers for others as well as disabled people, and acknowledges disabled people's rights to full participation as citizens.

We recognise that disability arises from society's negative treatment of disabled people and is not an inevitable consequence of people's impairments. We are committed to removing barriers faced by disabled people in relation to its employment practices, decision-making and provision of services.

## **Gender Equality**

Within our Equality Scheme, we recognise our responsibilities arising from all legislation relevant to gender.

In responding to our duties in this context, we will ensure eliminate unlawful discrimination and promote equality of opportunity between males and females involved in the school: pupils, staff, parents/guardians and governors.

### **What is the legal context?**

There are several pieces of legislation which shape the context in which schools need to provide for equality of opportunity between males and females.

### **Equality Act 2006 (Gender Equality Duty)**

The Act introduces the gender equality duty for schools.

The general duty requires that we eliminate unlawful sex discrimination and harassment, and promote equality of opportunity between males and females (including transgender). The specific duty requires that we produce a gender equality scheme.

Our Gender Equality Scheme includes:

- Our arrangements for gathering information on the effect of our policies and practices on, in particular:
  - the recruitment, development and retention of male and female employees.
  - the educational opportunities available to and achievements of male and female pupils.
    - Details of how we will use the information gathered, in particular, in reviewing the effectiveness of our action plan and preparing subsequent Schemes.
    - Our methods for assessing the impact of our policies and practices on gender equality and where improvements can be made.
    - A plan of action - a list of action points that detail the steps that we are going to take to meet the general duty.

Unlawful sex discrimination and harassment includes discrimination as defined by the Sex Discrimination Act 1975, the Equal Pay Act 1970 and Gender Recognition Act.

We recognise that people of different genders can face other forms of discrimination or disadvantage because of their age, race, marital and civil partnership status, family circumstances, caring responsibilities, because they are disabled or because they are lesbian, gay or bisexual. In designing our equality and diversity policies and plans concurrently, we recognise the compound effect that people might experience.

## **Race Equality**

Our equality policy states clearly our commitment to eliminating unlawful discrimination and promoting good community relations. This applies to issues of ethnicity, nationality and national origin. Statute requires schools to have a policy on race equality, we have developed a strategy which ensures that all matters of equality are addressed in our equality scheme, giving them equal respect and consideration.

Within our approach to equality and diversity, race equality is covered by both our policy and our equality scheme and the procedures which are included within them.

In all that we do within the school, we will work to provide equality of opportunity for pupils, parents and employees. We will deliver our commitments as required under the Race Relations Act 1976 and Race Relations (Amendment) Act 2000. Racial harassment, victimisation and bullying will not be tolerated, and will be handled effectively in line with our policy on dealing with and reporting racist incidents in the school.

We recognise that ethnic minority people can face other forms of discrimination or disadvantage because of their age, gender or gender identity, marital and civil partnership status, family circumstances, caring responsibilities, because they are disabled or because they are lesbian, gay or bisexual. In designing our equality and diversity policies and plans concurrently, we recognise the compound effect that people might experience.

## **Age Equality**

Our equality policy states clearly our commitment to eliminating unlawful discrimination and promoting good community relations. This applies to issues of age.

In our employment practices, we will observe relevant legislation with regard to age and eliminate discrimination on this basis. Age is also included in our equality scheme and so also our Equality Impact Assessment procedures, where it is relevant to policy consideration.

We will carry out our duties with regard to the Employment Equality (Age) Regulation 2006.

We recognise that people of different ages can face other forms of discrimination or disadvantage because of their gender, race, marital and civil partnership status, family circumstances, caring responsibilities, because they are disabled or because they are lesbian, gay or bisexual. In designing our equality and diversity policies and plans concurrently, we recognise the compound effect that people might experience.

## **Religion and Belief Equality**

Our equality policy states clearly our commitment to eliminating unlawful discrimination and promoting good community relations. This applies to issues of religion and belief.

Within our approach to equality and diversity, religion and belief are covered by both our policy and our equality scheme and the procedures which are included within them.

We will carry out our duties with regard to the Employment Equality (Religion or Belief) Regulation 2003.

We recognise that people with different religions can face other forms of discrimination or disadvantage because of their race, age, gender or gender identity, marital and civil partnership status, family circumstances, caring responsibilities, because they are disabled or because they are lesbian, gay or bisexual. In designing our equality and diversity policies and plans concurrently, we recognise the compound effect that people might experience.

## **Sexual Orientation Equality**

Our equality policy states clearly our commitment to eliminating unlawful discrimination and promoting good community relations. This applies to issues of sexual orientation.

Within our approach to equality and diversity, sexual orientation is covered by both our policy and our equality scheme and the procedures which are included within them.

We will carry out our duties with regard to the Employment Equality (Sexual Orientation) Regulation 2003.

We recognise that lesbian women, gay men and bisexuals can face other forms of discrimination or disadvantage because of their age, gender, race, marital and civil partnership status, family circumstances, caring responsibilities, or because they are disabled. In designing our equality and diversity policies and plans concurrently, we recognise the compound effect that people might experience.

## **Employing People**

We will work to develop a workforce that broadly reflects the communities we serve. We will include equality of opportunity in all our employment practices, from advertising and recruitment, through to professional development and terms and conditions of employment.

In delivering our aims for equal opportunities in employment, we are making commitments which we will observe in our policies and day-to-day operations.

### **Recruitment**

- Advertising vacancies in such a way as to promote applicants from all groups in the community
- Including only the skills and experience actually needed in job descriptions and person specifications (essential criteria)
- Including in all contracts of employment, a requirement to implement and observe equality
- Providing application packs, and accepting applications, in alternative formats wherever practicable to the position that is vacant
- Recognising additional skills and competences gained through less formal routes such as voluntary work
- Ensuring that all applicants for vacancies demonstrate their skills and competence pursuant to the vacancy advertised
- Monitoring those applying for vacancies, and those appointed, by race, gender, disability, age, religion or belief, and work-status (full/part-time)
- Supporting our employees by providing opportunities for learning and development

## **Work Environment**

- Constantly reviewing and developing policies and procedures for employment which reflect equality legislation and modern working practices
- Ensuring that the work environment is safe and free from harassment, victimization and bullying.
- Making adaptations, where appropriate, to support staff in post
- Communicating our Equal Opportunities Policy, and Equality and Diversity Strategy, to all employees and clarifying everyone's role in delivering them
- Dealing with all breaches of policy in a transparent, supportive and fair manner
- Monitoring personnel activities to ensure discrimination does not take place

## **Positive Action**

Working toward the Employment Service's 'Positive about Disabled People scheme' which commits us to:

- \* Interviewing all disabled applicants who meet the essential criteria for a vacancy and consider them on their abilities
- \* Making every effort to ensure that employees who become disabled can remain in employment
- \* Ensuring that all employees are aware of disability issues pertinent to their work
- \* Making sure that there is an annual (minimum) review with disabled employees with regard to their specific development needs
- \* Reviewing these commitment and achievements annually, planning future improvements and reporting to the Employment Service

## **Involvement**

We recognise that successful implementation of our aims and values depends on the involvement of all involved.

In the first instance, this requires us to communicate our aspirations, policies and plans to children, parents, staff and Governors. Also, we maintain these communications by reporting on our progress.

In order to be successful, we need to reflect the views and desires of those involved in the school, and so we will consult with children, parents, staff and Governors as appropriate in order to identify areas for priority improvement and to receive feedback on our actions.

Successful consultation will depend on our reaching *all* people involved in the process, and ensuring that we receive the views of people from different groups.

We will consult on the development of our equality policies, not only on the strategic direction we intend, but also using consultation to develop specific actions in our plans.

## **Assessing Functions and Policies**

As legislation prescribes, our 'functions' are our full range of duties and powers. Our 'policies' are the full range of formal and informal decisions that we take in carrying out our duties. In common with all public authorities, we will have some explicit 'policies' and other practices which are embedded in our day-to-day activities.

We will assess those functions and policies 'relevant' to equality, meaning those that have, or could have, implications on the promotion of equality. Some areas will be more relevant than others, and we have identified these in our equality policy.

In our action plan, we will identify those areas in need of assessment. The process for undertaking this 'checking' is called Equality Impact Assessment and we will use a process which covers all areas of equality.

## **Equality Impact Assessment**

The requirement to undertake Equality Impact Assessments (EIA) has its basis in legislation and performance frameworks.

The first statutory requirement to undertake assessments arose from the Race Relations (Amendment) Act. This requirement has since been included in statute on Disability and Gender. There is also the anticipation of the need to undertake impact assessments for age, religion/faith and sexual orientation.

An Equality Impact Assessment therefore is an assessment across all six strands of the equality agenda.

"An EIA is a thorough and systematic analysis of a policy, whether that policy is written or unwritten, formal or informal, and irrespective of the scope of the policy"

The purpose of an EIA is to determine whether there could be an adverse impact on groups in society. In so doing, all policies that have an effect the public and/or staff should be assessed for their impact. It should be noted that changes to an existing policy, or proposals to delete a policy are also subject to Equality Impact Assessments as these constitute 'new' policy.

### **The Process**

Equality Impact Assessment is undertaken through a series of templates. There are two forms of assessment which can take place. The first is on an *existing* policy or service. This is a retrospective assessment. The second is during the development of *new* policy or services, and as such is concurrent to the usual processes of research and consultation. However, the process to follow for both is identical, only that when developing a policy, the activity is not separate but entwined. The model we use for Equality Impact Assessment is a three-stage process.

### **Initial Screening**

This is similar to a desktop exercise. The template at this stage poses questions which assist the policymaker in determining at an early stage whether there may be any negative impacts on groups in society which need further investigation.

### **Partial Assessment**

This process flows from the initial screening, once it has been determined that further investigation is needed. It will begin to discuss in greater detail the potential risks that might arise from policy implementation, and contrast these to the benefits of the policy. A partial assessment requires greater investigation and research, whether it be 'hard' data or consultation with colleagues and/or experts on the topic.

## **Full Assessment**

A full impact assessment is required when a partial assessment indicates that there are still potential risks inherent in the policy which need very detailed enquiry. At this stage, consultation with the community will be necessary, and a clear discussion of the options available and changes which can be made to the policy.

The template for Equality Impact Assessment, and this guide will support policymakers in determining the level of assessment necessary. It is possible to 'exit' the process of impact assessment at each stage of the process, provided the evidence demonstrates that risks are minimal or justifiable.

## **Consultation**

When revising existing policies, or producing new, we consult with relevant people involved in the delivery and purpose of the policy.

All new and revised policies will undergo an Equality Impact Assessment as part of their development. Both the draft policy and Equality Impact Assessment will then be made available during consultation.

Our consultation activities also need to take account of the needs of different people. When consulting, we will make sure that:

- we value the views of all those responding, and give serious consideration to the views that we receive
- our priority is to listen to those who are most likely to be affected by the policy
- the purpose of the consultation are clear
- appropriate methods are used to consult with different groups, and every effort is made to make the consultation accessible to all people
- relevant community groups, with specific expertise and members, are involved in the process, and that
- the results of the consultation are made available.

Working with Lincolnshire County Council and other schools in Lincolnshire, we will support the development of countywide groups representing those with special interests and needs in the context of equality. This will help us to ensure that we both receive the views of people who are more likely to experience disadvantage, and to receive feedback on how we can continually improve our consultation methods.

## **Monitoring**

As part of our statutory duties, we are required to monitor our work on equality in a number of key areas:

- Employment (and associated functions)
- Service provision
- Policy and decision-making
- Complaints

In order to do this, we need to improve the way in which we collect and use data about our customers, employees, contractors and elected members. We need to change and improve the way in which we use information about people – whether staff or customers - and do this in ways that allow us to sensitively monitor our performance on equality while

at the same time meeting our duties under the Freedom of Information and Data Protection Acts. We recognise that monitoring is essential if we are to improve our services and employment practices.

## **Employment Monitoring**

In order to meet the specific employment duties of the Acts, we are required to monitor in the following areas, by race, gender and disability. We will also monitor by age, sexual orientation and religion or belief where relevant:

- Job applicants, including those short-listed and those appointed
- Employees in post
- Applications for training, and training received
- Appraisals and those who suffer a detriment as a result of appraisal
- Employees bringing grievances against the Council as an employer, including complaints of harassment, discrimination or bullying
- Employees subject to disciplinary action
- Employees leaving the Council and their reasons for leaving

We are currently working with partners to improve our systems for collecting, interrogating and managing employment monitoring data.

## **Monitoring our Services**

We will develop monitoring systems for various areas of school activities - the purpose of the monitoring being to identify if there are any differences between people of different groups, and therefore to determine if these are adverse differences. The monitoring data will therefore enable us to identify not only any areas for improvement, but also to measure our success in rectifying any adverse impact, and to set targets as appropriate.

Such areas that monitoring might be needed include (for example):

- Pupils' attainment and progress
- Curriculum, teaching and learning (including language and cultural needs)
- Promoting good relations in the school and in the local community
- Care and assessment
- Staff recruitment and career development
- The School's values
- Pupil behaviour, discipline and exclusion
- Harassment and bullying
- Admission and transfer procedures
- Membership of the governing body
- Involving parents and the community in the school

## **Communication**

This equality policy and equality scheme will be made available to all staff, pupils, governors, parents/guardians and the community.

The information contained herein will be provided in alternative formats if required such as Braille, large print, audio tape and translated into other languages.

The results of Equality Impact Assessments, consultations and monitoring exercises will be made available also. The data from monitoring exercises may be subject to appropriate screening to ensure that individuals cannot be identified. Where it is the case that data is sensitive and identifies individuals, it will not be made available.

Each year, we will report on progress with our Equality Scheme (and Accessibility Plan). We will include details on progress in our annual School Improvement Plan and Self-Evaluation Form where it is applicable.

We will include reference to our equality policy and equality scheme, particularly our key commitments, in the schools' prospectus.

Every three years, we will review our Equality Scheme and produce a revised version. However, where our monitoring and progress reports show the need for change or revision, we will make those changes as required each year to keep the Scheme up-to-date and meaningful.

## **Implementation**

Following an audit of our functions and policies, we have developed a three-year action plan to deliver on our equality commitments.

This plan is structured in such a way that it combines all our equality planning into a single plan of action. The plan is laid out so that it can be seen which area of the equality agenda we are addressing with the action, by reference in a column to 'race', 'disability' etc, as appropriate. The headings in the plan reflect those required for an accessibility plan. Therefore, we have planned for all activities in a single resource.

It is our belief that planning for equality in this way enables us to work in a joined-up and effective way, ensuring that all issues are taken into account at the same time.

Our plan of action lasts for three years. Where the results of our activity indicate the need for more actions to be included, we will update the plan to include this. Though subject to a formal three-yearly review, we will keep the action plan up-to-date.

Each action is assigned to a responsible person, or group of persons. The Headteacher (through management arrangements) and Board of Governors will monitor progress on the action plan throughout the academic year.

We will report annually on our progress.

## **Procurement**

Our obligations under statute extend to those services we contract to other providers. In the first instance, all contractors will be required to have in place their own equal opportunities policies for staff and customers, and/or a commitment to abide by our equality policies. In some circumstances, contracts may be need to include requirements of providers to monitor their customers and/or staff in order that we can meet our obligations to assess our own services and/or workforce.

School staff will need to be aware of Section 6 of the Act when hiring transport as it puts new duties on transport providers, including the bus and coach companies, and the taxi and private hire car trade. The requirement to provide accessible vehicles is extended to include these transport providers. Bus companies will not be able to refuse a job because, for example, it may take longer to pick up disabled students.

## **Training**

In order to meet our responsibilities under the Acts, we need to ensure that all staff, including the elected Governors, are aware of the general duty to promote race, disability and gender equality, and any specific duties relevant to their roles.

All existing and new staff will be made aware of the federation's equality policy, its purpose and how it takes effect. Specific training will be undertaken on key aspects of the policies, most particularly for staff with designated responsibilities such as the teachers responsible for racist incidents, special educational needs etc.

Additionally, we will monitor all training provided to teachers and staff to ensure that there is an equitable take-up and provision.

## **Responsibilities:**

### **The Governing Body**

The governors are responsible for:

- making sure the school complies with all relevant legislation, and
- making sure the equality policy and equality scheme are followed
- ensuring that the procedures for candidates to stand for election and for parents to vote for candidates are accessible

### **The Executive Head Teacher**

The head teacher is responsible for:

- making sure the equality policy and equality scheme are readily available and that the governors, staff, pupils, and their parents and guardians know about them
- making sure the equality policy and equality scheme are followed
- producing regular information for staff and governors about the policy and scheme and how they are working, and providing training for them, if necessary;
- making sure all staff know their responsibilities and receive training and support in carrying these out; and
- taking appropriate action in cases of harassment and/or discrimination

### **All Staff**

All staff are responsible for:

- dealing with discriminatory incidents, and being able to recognise and tackle bias and stereotyping;
- promoting equal opportunities and good community relations, and avoiding discrimination against anyone for reasons of race, nationality, ethnic or national origins, disability, gender, religion or belief, age or sexual orientation
- keeping up to date with the law on discrimination, and taking up training and learning opportunities

### **Visitors and contractors**

Visitors and contractors are responsible for:

- knowing, and following, our equality policy.

## **Policy Monitoring & Review**

This policy was adopted by the Governing Body of the Fenland Federation at their meeting in October 2013.

This policy will be reviewed on an annual basis

<b>Compiled By: Georgia Brown</b>	<b>Revision number: 2</b>
<b>Reviewed By: Amanda Turner</b>	<b>January 2019</b>
<b>Approved By: Full Governing Body January 2019</b>	
<b>Review Date: January 2020</b>	

## **Racist Incidents Policy - Dealing with and Handling Racist Incidents in School**

The Race Relations (Amendment) Act 2000 requires that we take active steps to eliminate unlawful racial discrimination, to promote equality of opportunity and to promote good race relations between persons of different racial groups.

We take a positive approach to this duty through our equality policy and taking steps to build cohesive communities through our curriculum, teaching practices and staffing arrangements. However, in the event that racist incidents take place in school, we have a duty and responsibility to deal with these effectively.

A racist incident is defined as 'any incident which is perceived to be racist by the victim or any other person'. The definition is such to prevent pre-judging the circumstances and nature of the offence.

Racist behaviour can be manifest in various forms, for example:

- Physical assault
- Physical intimidation
- Verbal abuse
- Insensitive/inappropriate remarks
- Racist graffiti
- Written comments/drawings
- Abuse of/damage to personal property
- Non-cooperation/disrespect

In dealing with and handling any such incidents that might arise, we work to the guidance in the Lincolnshire County Council handbook. This defines levels of offence, and the appropriate body to handle them. Lower level incidents we will handle within the school. However, incidents which are defined as crimes, we are duty bound to report to the Police Authority.

In following these procedures, we will record *all* racist incidents that are investigated, and any actions undertaken.

### **Reporting Racist Incidents**

We make available a reporting form to any member of the school community so that any racist incident may be reported to us. The Headteacher will receive and handle all such reports and inform the Governors of the School who, in turn, will report the number and nature of incidents in their Annual Report.

Each year, we will inform Lincolnshire County Council of the levels of incidents also.

### **Reviewing Reports Received**

Upon the receipt of a reported possible racist incident, the Headteacher and management of the Schools will determine with immediate priority whether the incident constitutes a matter of child protection (the determination is whether the child or young person is likely to suffer 'significant harm' – as defined by The Children Act 1999). If the issue is of child protection, it would be immediately referred to relevant school staff member responsible for such issues, and procedures followed as determined in the Lincolnshire School Administration Handbook.

If the incident does not constitute a child protection issue, then an internal investigation will take place to establish whether the incident occurred, and whether the motivation was racist. Upon determination, and conditional on the severity of the incident, the schools will take appropriate action with both the victim and the perpetrator and involve outside agencies as appropriate.

Where relevant, other policies within the Schools may be used to handle any alleged incidents. Our Bullying Policy, Child Protection Policy and staffing procedures are all related. Full details of procedures, monitoring forms and processes, and further guidance are found in the Lincolnshire County Council guidance for schools on 'Dealing with and handling racist incidents in School' (2006) and the School Administration Handbook.

This strategy was adopted by the Governing Body of The Fenland Federation at the Governors meeting in October 2013.

Signed:

\_\_\_\_\_ (Head Teacher)

\_\_\_\_\_ (Chair of Governors)