

Title:	Equality Policy
Associated Policies:	<ul style="list-style-type: none"> • Admission • Staff Training and Development • Teaching Staff Performance Management • Non-Teaching Staff Performance Management • Behaviour Policy • Anti-Bullying • Special Educational Needs • Accessibility Plan

1	Policy Statement
	<p>1.1 Northampton School for Girls (NSG) is committed to fair and equal treatment of individuals regardless of age, disability, gender reassignment, marital or civil partner status, pregnancy or maternity, race, colour, nationality, ethnic or national origin, religion or belief, sex or sexual orientation (“Protected Characteristics”).</p> <p>1.2 NSG aims to meet its obligations under the public sector equality duty by having due regard to the need to:</p> <ul style="list-style-type: none"> • Eliminate discrimination and other conduct that is prohibited by the Equality Act 2010 • Advance equality of opportunity between people who share a protected characteristic and people who do not share it • Foster good relations across all characteristics, between people who share a protected characteristic and people who do not share it <p>1.3 This Equality Policy also reflects NSG’s approach to the promotion of Community Cohesion both within and beyond our school community.</p> <p>1.4 This document meets the requirements under the following legislation:</p> <ul style="list-style-type: none"> • The Equality Act 2010, which introduced the public sector equality duty and protects people from discrimination • The Equality Act 2010 (Specific Duties) Regulations 2011, which require schools to publish information to demonstrate how they are complying with the public sector equality duty and to publish equality objectives <p>This policy is also based on the Department for Education (DfE) advice for schools on the Equality Act, the technical guidance for schools from the Equality and Human Rights Commission and guidance from the Government Equalities Office on meeting the specific duties that support the public sector equality duty.</p> <p>1.5 NSG recognises that there are core values which underpin the ethos of our school and this Equality Policy.</p> <p>These are:</p> <ul style="list-style-type: none"> • Fairness: no school policy will unfairly advantage or disadvantage any member of the school community • Trust: all members of NSG will operate within a culture of trust and individual responsibility • Collaboration: all members of NSG will work together as a team in which every member has a view and a voice that will be valued

	<ul style="list-style-type: none">• Transparency: the rationale behind decisions taken will be open and subject to scrutiny <p>1.6 The framework established by this policy will be central to all significant decisions taken by the school on day to day matters.</p> <p>1.7 This policy does not form part of any employee’s contract of employment and is entirely noncontractual. It may be amended at the discretion of the school.</p>
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2	Who does this policy apply to?
	<p>2.1. This policy applies to the entire NSG community; trustees, governors, staff, students, parents and carers and anyone seeking to become a member of that community.</p>

3	Roles and Responsibilities
	<p>3.1. The Board of Governors will ensure that the equality information as set out in this policy is published and communicated throughout the school, including to staff, students and parents, and that they are reviewed and updated at least once every 3 years.</p> <p>3.2. The Board of Governors will delegate responsibility for monitoring the achievement of the objectives on a daily basis to the Headteacher.</p> <p>3.3. The Headteacher will:</p> <ul style="list-style-type: none">• Promote knowledge and understanding of the equality objectives amongst staff and students, particularly through the schools three values of ‘Respect’. <p>3.4 The implementation of this policy will be monitored by the Headteacher and remain under constant review.</p> <p>3.5 The SENCO (SLT) is responsible for ensuring that specific aspects of this policy are implemented in respect of individual students on the SEN register.</p> <p>3.6 Whilst we recognise that individuals may have different views on equality, it is the responsibility of the whole school community to implement the Equality Policy in a manner which promotes the inclusive ethos of the school.</p>

4	What are the principles behind this policy?
	<p>4.1 NSG is committed to celebrating diversity and will provide a supportive, inclusive and empowering learning community for all students and adults that fosters positive relationships and values diversity as a rich learning resource.</p> <p>4.2 The School recognises that it has to make special efforts to ensure that all potentially vulnerable groups of learners are helped to fulfil their potential including, but not exclusively:</p> <ul style="list-style-type: none">• All minority ethnic groups including Gypsy Roma Travellers, refugees and asylum seekers• Students and others with Special Educational Needs• Students and others with a range of disabilities• Looked After Children and their carers• Young Offenders• Young Carers• Children at risk of significant harm• Children living with vulnerable adults• Students with EAL <p>4.3 NSG is committed to nurturing in all staff and students the personal qualities which we consider to be essential in a member of the School community and as a citizen in the wider community and which promote and value equality and respect for all.</p> <p>These include:</p> <ul style="list-style-type: none">• Respect• Thoughtfulness• Honesty• Integrity• Caring• Kindness• Responsibility• Humility <p>4.4 NSG will ensure that, whilst adhering to the equalities law, and safer and fair recruitment practices, every attempt will be made to achieve diversity in the workforce and the governing body to ensure that it is representative of the local community.</p> <p>4.5 The School is committed to regular monitoring and evaluation of the attainment and achievement of all students including those from vulnerable groups to enable us to identify areas where additional intervention and support may be required.</p>
5	Eliminating Discrimination
	<p>5.1 Anyone wishing to join NSG has the right to be treated equally. The School is aware of its obligations under the Equality Act 2010 and is committed to ensuring that we comply with non-discrimination provisions.</p> <p>5.2 Where relevant, our policies include reference to the importance of avoiding discrimination and other prohibited conduct, and we carry out Equality Impact Assessments on all relevant policies.</p>

5.3 NSG promotes an inclusive ethos in all aspects of its operation. Our approach to behaviour management is based upon creating strong relationships built on trust and individual responsibility. This positive approach to behaviour management enables all students at the School to develop positive behaviour patterns and for us to support those most vulnerable students more effectively.

5.5 NSG will ensure that it has commonly understood processes for challenging inappropriate language; behaviour and prejudice and that any such incidents are reported and recorded.

5.6 NSG will ensure that it has an effective anti-bullying policy which is applied equally to all students and does not advantage or disadvantage any member of the school community. The School recognises that the equality groups covered in this policy may be more vulnerable to bullying and harassment and that all incidents of reported bullying are acted upon swiftly and recorded accordingly, reporting to parents as necessary.

6 Advancing Equality of Opportunity

6.1 As set out in the DfE guidance on the Equality Act, NSG aims to advance equality of opportunity by:

- Removing or minimising disadvantages suffered by people which are connected by a particular characteristic they have (e.g. students with disabilities, or gay students who are being subjected to homophobic bullying)
- Taking steps to meet the particular needs of people who have a particular characteristic (e.g. enabling Muslim students to pray at prescribed times)
- Encouraging people who have a particular characteristic to participate fully in any activities (e.g. encouraging all students to be involved in the full range of school societies)

In addition to the information about students, we will consider how our activities as an employer affect staff with protected characteristics. As a School, we will publish information to show:

- Gender pay-gap reporting and other pay equality issues
- Policies and programmes in place to address equality concerns from staff
- We will make sure that with any data we publish to show how we meet our equality duties, individual staff or students will not be identifiable.
- This means we may suppress some data if it relates to a very small number of staff or students to preserve their confidentiality.

6.2 NSG will seek to make reasonable adjustments to ensure the equality of opportunity of all members of the school community including students, staff, governors, parents and carers and other visitors to the school.

These include:

- Ensuring the building is physically accessible to all including wheelchair users, the visually impaired and those with other physical disabilities
- Working closely with external support agencies to ensure the most effective support is in place
- Providing specific and targeted training to enable staff to meet the needs of individuals
- Sharing good practice in respect of teaching and learning to ensure equality of access for all
- Purchasing a range of specific equipment, software and resources to enhance learning and support for individuals, where reasonable.
- Providing a range of extra-curricular activities to allow choice and access for all

6.4 NSG is committed to ensuring that all members of the school community are fully supported and recognises that some groups may have particular needs. These include:

- Arranging individual meetings with parents of students with a disability or special educational needs to determine the most appropriate strategy and intervention
- Providing one to one support for students with literacy and numeracy developmental difficulties
- Working closely with external agencies to provide support for students and families including mentoring and counselling
- Providing and regularly reviewing Individual Education Plans for students with special educational needs
- Providing individual academic targets for all students and reviewing progress against these targets identifying intervention strategies on an individual and/or group basis
- Ensuring appropriate access to translation services for parental meetings

6.5 NSG is committed to providing a rich and relevant curriculum which celebrates diversity, actively promotes community cohesion and ensures their understanding and appreciation of faith, diversity and the common values which underpin society which is broader than the planned teaching in RE, PSHE and citizenship. These include opportunities for:

- Offering and listening to different viewpoints (for example through 'mock' elections)
- Understanding the different rights and beliefs of equality groups and developing greater individual tolerance as a member of the School
- Learning about and understanding the history of oppression and inequalities in society with particular reference to the equality groups in this policy
- A broad range of educational trips and visits for all students
- Participation for all students in all aspects of 'NSG life', including extra-curricular activities

The richness and breadth of the curriculum is reviewed regularly as part of the School's Spiritual, Moral, Social and Cultural Audit (SMSC).

6.6 NSG is committed to the implementation across all of its schools to having a uniform which avoids the social or emotional pressures on students of choosing their own attire. The School will ensure that all uniform policies are reasonable and take into account cultural and religious issues – while students are expected to adhere to a school's uniform policy, the School will be sensitive to the needs of different cultures, races and religions.

7 Accessibility Plan

7.1 As per paragraph 3 of schedule 10 of the Equality Act, every school must have an accessibility plan which is reviewed on an annual basis.

This set out actions to:

- Increasing the extent to which disabled students can participate in the School's curriculum
- Improving the physical environment of the school for the purpose of increasing the extent to which disabled students are able to take advantage of the education and benefits, facilities or services provided or offered by the School
- Improving the delivery to disabled students of information which is not readily accessible to students who are not disabled.

	<p>7.2 The accessibility plans for NSG can be found on the School website or can be requested from the school office via admin@nsg.northants.sch.uk</p>
8	Fostering Good Relations
	<p>8.1 NSG will ensure wherever possible that the equality groups represented in this policy are reflected in the images and languages of the school’s publications and that positive images of these equality groups are represented in learning resources and displays.</p> <p>8.2 The School aims to foster good relations between those who share a protected characteristic and those who do not share it by:</p> <ul style="list-style-type: none">• Promoting tolerance, friendship and understanding of a range of religions and cultures through different aspects of the curriculum. This includes teaching in RE, citizenship and personal, social, health and economic (PSHE) education, but also activities in other curriculum areas. For example, as part of teaching and learning in English/reading, students will be introduced to literature from a range of cultures• Holding assemblies dealing with relevant issues• Making sure students work with their local community.• Encouraging and implementing initiatives to deal with tensions between different groups of students within each school. For example, the Council for Unity and Equality (School Council) will have representatives from different year groups and are formed of students from a range of backgrounds.• All students are encouraged to participate in their schools’ activities, such as sports clubs. <p>8.3 NSG is committed to developing links with people and groups who have specialist knowledge about particular characteristics, which helps inform and develop how they implement their approach</p> <p>8.4 The school works in partnership and collaboration with a range of other schools, colleges, charities and organisations which also promote equality and can maximise equality of opportunity for all members of NSG’s community.</p>
9	Equality Considerations
	<p>9.1 Recognising the diversity of its community, NSG ensures it has due regard to equality considerations whenever significant decisions are made.</p> <p>9.2 We will always consider the impact of significant decisions on particular groups. For example, when a school trip or activity is being planned, the school considers whether the trip:</p> <ul style="list-style-type: none">• Cuts across any religious holidays• Is accessible to students with disabilities• Has equivalent facilities for all students to participate• The school will keep a written record (known as an Equality Impact Assessment) to show we have actively considered our equality duties and asked ourselves relevant questions. This is recorded at the same time as the risk assessment when planning school trips and activities. The record is completed by the member of staff responsible for risk assessing the trip.

10	Procedures Review
	10.1 This policy will be reviewed on a three yearly cycle or as required by legislative changes of best practice developments.