




## Baytree School

## Equality Policy

Mandatory/Non-Mandatory	Mandatory
Model Policy	
Annual/Bi-Annual	Annual
Date Ratified by FGB	21 <sup>st</sup> February 2023
Signed (Chair of Governing Board)	 N. Galloway
Next Review Due	January 2024

## Equality Policy



### Overarching Statement

In accordance with our overall aims and ethos we pledge to respect the human rights of all our pupils and to educate them about equality. As a special school we have a particular commitment and responsibility to equip our pupils with the necessary skills to be as independent as possible and to thrive within the wider community.

We also respect the equal rights of our staff and other members of the school community.

In particular, we will comply with relevant legislation and implement school plans in relation to race equality, disability equality and gender equality (please refer to these plans for further information).

Baytree School is opposed to any discrimination based on the following protected characteristics (and any form of discrimination which has not been explicitly listed below) which are derived from the public sector equality-duty to which we are committed

- Age
- Disability
- Gender
- Gender reassignment
- Marital status or civil partnership
- Pregnancy
- Maternity/paternity
- Race, colour, ethnic or national origin
- Religion or belief
- Sexual orientation

### Responsibilities

The **Governors** are responsible for:

- making sure the school complies with the relevant equality legislation.
- ensuring that the school Equality Scheme and its procedures are followed.

The **Headteacher** is responsible for:

- making sure the school Equality Scheme and its procedures are followed.
- making sure the race, disability and gender equality plans are readily available and that governors, staff, pupils and their parents/carers know about them.
- producing information for staff and governors about the plans and how they are working.

- making sure all staff know their responsibilities and receive training and support in carrying them out.
- taking appropriate action in cases of harassment and discrimination, including racist bullying, homophobic bullying and bullying related to gender or disability.

The **Headteacher** is responsible overall for dealing with reports of hate-incidents.

**All Staff** are responsible for:

- dealing with racist, homophobic and other hate incidents.
- recognising and dealing with disadvantageous bias and stereotyping.
- promoting equal opportunities and good race relationships.
- avoiding discrimination against anyone for reasons of disability, ethnicity or gender.
- taking up training and learning opportunities including keeping up to date with the law on discrimination.

**Pupils** are responsible for:

- helping and supporting each other so that everyone feels safe in school and is treated fairly.

**Visitors and Contractors** are responsible for:

- knowing and following our Equality Scheme.

### **Context**

The Equality Act 2010 replaced previous equality legislation, including the Race Relations Act, Disability Discrimination Act and Sex Discrimination Act. The Equality Act 2010 provides a single consolidated source of discrimination law, covering all the types of discrimination that are unlawful and introduced The Public Sector Equality Duty (PSED). The PSED extends to the following protected characteristics: race, disability, sex, age, religion or belief, sexual orientation, pregnancy and maternity and gender reassignment.

The Department for Education's (DfE) advice (The Equality Act 2010 and School, published May 2014) emphasises that, for schools, the effect of the current law is broadly the same as in the past, meaning that "schools cannot unlawfully discriminate against pupils because of their sex, race, disability, religion or belief and sexual orientation or discriminate against pupils who are associated with someone with a protected characteristic or against pupils who they think have a protected characteristic."

## Requirements

The PSED requires public bodies to:

1. Eliminate discrimination and other conduct that is prohibited by the Equality Act 2010
2. Advance equality of opportunity between people who share a protected characteristic and people who do not share it
3. Foster good relations across all characteristics, and between people who share a protected characteristic and people who do not share it

The PSED introduced secondary legislation in the form of specific duties. Paragraph 5.11 of the DfE's advice document, linked to above, explains that the specific duties require schools to:

- A. Publish information to demonstrate how they are complying with the PSED – this information must include, in particular, information relating to people who share a protected characteristic
- B. Prepare and publish equality objectives.

For further information please refer to:

- The Equality Act 2010
- Equality plan
- Gender plan
- Disability plan

<u>Reviewed by FGB:</u>  27 <sup>th</sup> January 2021	<u>Reviewed by FGB:</u>  2 <sup>nd</sup> February 2022	<u>Reviewed by FGB:</u>  1 <sup>st</sup> February 2023		
<u>Next Review due:</u>  January 2022	<u>Next Review due:</u>  January 2023	<u>Next Review due:</u>  January 2024		