

# ACKLAM GRANGE SCHOOL



## Equal Opportunities Policy (Including: Anti-Racism Policy)

Status & Review Cycle	Term	Year
Last Review Date/Policy Adopted	Spring	2021-2022
Next Review Date	Spring	2023-2024
Lead	Mr Laidler/Z Mehmood	

**This school is an academy within The Legacy Learning Trust.**



At Acklam Grange School we value all members of our community, of whatever race, disability, religion or belief, gender (reassignment) and sex or sexual orientation. We are committed to creating a safe and happy environment as we recognise that we are all enriched by the differences that each individual brings to the school community. We actively promote the fundamental British values across the school.

## **Introduction**

This policy has been prepared in accord with the Equality Act 2010.  
The policy relates to students, staff and others using the school's facilities.  
The Equality Act 2010 has the following protected characteristics:

- Disability
- Race
- Sex
- Sexual orientation
- Pregnancy and maternity
- Age
- Disability
- Gender reassignment
- Marriage and Civil partnership
- Religion or belief

How these specifically apply in each instance will vary, depending upon the context, and whether it is concerning students, staff or those using the school's facilities. Proportionality and due regard will apply when giving due consideration to what is required.

This policy should be read in conjunction with the following school policies:

- Accessibility Plan (Health and Safety Policy)
- Child Protection & Safeguarding Policies
- Behaviour Policy
- Anti-Bullying Policy
- School Uniform Policy
- Sex & Relationships Education Policy
- Special Educational Needs Policy

## **AIMS**

- To create a caring, supportive community in which there is trust, fairness, respect and safety.
- To give all students the opportunity to develop to their full potential in abilities, interests and aptitudes.
- To create an environment in which the individual importance of all students is recognised.
- To engender an atmosphere in which all students feel that their achievements are recognised and that their presence is valued.
- To ensure that all students are prepared for the adult world in terms of expectations, qualifications, training and learning experiences.
- To ensure that all students understand that they have an important role to play in what is becoming an increasingly complex multi-racial society.
- To ensure that all students receive Personal, Social and Health Education (PRIDE) in conjunction with the statutory guidance issued by DfE, in which they learn about themselves and their responsibilities to others.
- To ensure that the school community is free from prejudice, stereotyping, discrimination.
- To actively promote fundamental British values of democracy, the rule of law, individual liberty, and mutual respect and tolerance of those with different faiths and beliefs.

## **STAFFING AND EMPLOYMENT**

### **Legal Framework:**

The Local Council of Acklam Grange School and the Trust Board of The Legacy Learning Trust will ensure that the existing legislation on discrimination is adhered to, via:

Equality Act 2010  
Sex Discrimination Act 1975  
Equal Pay Act 1970  
Disability Discrimination Act 1995  
Human Rights Act 1998  
Race Relations Act 1976, as amended in 2000; Special  
Educational Needs and Disabilities Act 2001

Under these Acts the Local Council/Trust Board has the duty to:

- eliminate unlawful direct or indirect discrimination and promote equality of opportunity
- ensure that all posts advertised state overtly that Acklam Grange School aims to be an Equal Opportunities employer
- ensure that when recruiting staff, Acklam Grange School will take lawful positive action in inviting applicants from currently under-represented groups

Acklam Grange School is committed to working actively against direct or indirect discrimination in employment. To this end, it is the School's policy to:

- review training needs of all staff regularly
- review job descriptions as and when applicable
- review recruitment and selection procedures
- offer flexible working arrangements where appropriate; (The Equality Act 2010 now lists pregnancy and maternity as a protected characteristic.)
- provide equal opportunities training for staff through induction
- review this policy regularly
- respect beliefs and practice of all staff.

## **HARASSMENT**

Harassment includes bullying, intimidation, offensive or hostile behaviour towards individuals or groups of students, staff or any members of the school community. Harassment will not be tolerated and individuals and groups must be protected from this type of abuse.

The school must not discriminate against, or victimise a prospective, current or former student or member of staff:

- in the way school provide education for the student
- in the way school afford the student access to a benefit, facility or service
- by not providing education for the student
- by not affording the student access to a benefit, facility or service
- by subjecting the student to any other detriment.

Steps taken in the event of harassment being reported:

- identification and investigation;
- the perpetrator(s) dealt with;

- victim(s) given immediate support and if appropriate parents/guardians/carers are informed (in case of a student)
- relevant Year office to ensure that incidents involving students are recorded using the CPOM
- Designated SLT to record incidents involving staff or other members of the school community
- Designated DHT to monitor nature and frequency of the incidents recorded on CPOM.

## **Victimisation**

The Equality Act 2010 also prohibits school from victimising:

- prospective students
- students at the school
- in some limited circumstances, former students.

School must also not victimise parents who make complaints. Victimisation is defined in the Act as:

‘Treating someone badly because they have done a ‘protected act’ (or because the school believes that a person has done or is going to do a protected act).’

A ‘protected act’ is:

- Making a claim or complaint of discrimination (under the Act).
- Helping someone else to make a claim by giving evidence or information.
- Making an allegation that the school or someone else has breached the Act.
- Doing anything else in connection with the Act.

There is also protection for students who are victimised because their parent or sibling has carried out a protected act.

## **THE CURRICULUM**

- Acklam Grange School is a wholly comprehensive school catering for the full range of abilities with students from a wide range of different backgrounds.
- The curriculum at Acklam Grange School is designed to reflect the inclusive ethos of the School catering for the needs of all students.
- The curriculum is broad, balanced, relevant and differentiated.
- The curriculum is aspirational, inspires, encourages and provides opportunities for all students to acquire knowledge, develop skills and form values.
- All students have access to the mainstream curriculum, which is planned and differentiated to ensure that each student has the opportunity to progress and to fulfil their maximum potential.
- The curriculum is regularly reviewed and updated to ensure that it takes into account fundamental British values, the ethnicity, backgrounds, different aptitudes and needs of all students.
- All subjects contribute to the spiritual, moral, social and cultural development of all students.
- The content of the curriculum reflects and values diversity. Where appropriate, students are encouraged to explore equal opportunities issues such as identity, gender, race equality and racism.
- Visual displays and teaching materials, including ICT software, do not contain gender, religious or racial bias in the images they portray.
- Extra-curricular activities and special events are open to all students and cater for a wide range of different interests and capabilities.

## **Curriculum delivery**

The way in which the curriculum is delivered is also covered by the Equality Act 2010 so we will ensure issues are taught in a way that does not subject students to discrimination. In addition, what is taught in the curriculum is crucial to tackling key inequalities for students including gender stereotyping, preventing bullying and raising attainment for certain groups.

## **Collective worship**

Acts of worship and other religious observance organised by the school are not covered by the provisions prohibiting religious discrimination whether or not it is part of the curriculum. This means that the school can carry out collective worship of a broadly Christian nature (as maintained schools in England and Wales are required to under other legislation) without this being unlawful under the Equality Act.

The Equality Act does not require to provide opportunities for separate worship for the different religions and beliefs represented among our students.

The school is free to organise or to participate in ceremonies and festivals celebrating any faith, such as Christmas, Diwali, Chanukah or Eid, without being subject to claims of religious discrimination against children of other religions or of none.

In England and Wales parents can remove their children from collective worship.

## **TEACHING AND LEARNING**

- Teachers ensure that the classroom is an inclusive environment in which all students feel their contributions are valued.
- Teachers ensure that students have opportunities, as appropriate, to work in mixed groups of gender, ethnicity and disability.
- Teachers have high expectations of all students irrespective of gender, ethnicity or cultural background.
- Teachers introduce, as appropriate, different cultures into the curriculum, encouraging students to identify differences and similarities between cultures.
- Teachers foster students' critical awareness and concepts of fairness, enabling them to detect bias and challenge inequalities.

## **BEHAVIOUR AND DISCIPLINE**

- The school expects high standards of behaviour from all students.
- All staff are required to follow consistent procedures for rewarding and disciplining students as per the Acklam Grange School Behaviour Policy.

The Equality Act 2010 requires reviewing behaviour and discipline policies regularly to help the school to ensure that they do not inadvertently discriminate.

Thinking about the reasons behind a student's behaviour may help us to identify instances of bullying or disability-related behaviour.

## **Admissions**

The Legacy Learning Trust is the Admissions Authority for the School. The arrangements are established in accordance with Annex 1 of the Academy's Supplemental Funding Agreement. The Local Authority (LA), Middlesbrough Council, and its LA Admissions Team will co-ordinate all admissions and this is referred to as the coordinated admissions scheme.

Middlesbrough Local Authority/co-ordinated admissions scheme operates an equal preference admissions system, where all preferences are considered equally against the admission criteria. The student is then offered a place at the school with the highest parental preference that can be met.

Under the Equality Act 2010, the school must not discriminate against a person in relation to admission to the school. It is the 'responsible body' of a school that is responsible for ensuring there is no discrimination in relation to admissions.

The school must not discriminate against, or victimise a person:

- in the arrangements that the school make for deciding who is offered admission as a student
- as to the terms on which to offer to admit the person as a student
- by not admitting the person as a student.
- The school must not harass a person who has applied for admission as a student.

## **MONITORING**

Purpose:

- to ensure that the Equal Opportunities Policy is being operated and administered properly by all staff, both teaching and non-teaching;
- to provide factual information which will form the basis of the Headteacher's annual report on Equal Opportunities;
- to identify, support and provide opportunities for professional development of staff from all ethnic groups.

Equal Opportunity Co-ordinator will work closely with the designated member of staff to monitor:

- External examination results at all key stages. (Examinations Office, AHT Achievement);
- Student participation in lessons and individual student performance (Faculty Leaders);
- Incidents and complaints in relation to sexual or racial harassment and discrimination (Year Leaders, DSL);
- Availability of language interpreters at parents evenings ( EAL Co-ordinator, ARC Services Leader);
- Extra-curricular opportunities (Designated AHT);
- Destination of school leavers (CEIAG Co-ordinator);
- Curriculum provision at Key Stage 3 and 4 (DHT Curriculum/Achievement);
- Behaviour (Behaviour Team);
- Home/school links (Year Leaders/ ARC Services Leader/AHT SMSC Co-ordinator).

The Local Council is responsible for monitoring the effectiveness of this policy. The Local Council will therefore:

- monitor the progress of students from minority groups, comparing it to the progress made by other students in the school;
- monitor the staff appointment process so that no-one applying for a post at the school is discriminated against;
- require the Headteacher to report to Local Council annually on the effectiveness of this policy;
- take into serious consideration any complaints from students, parents, staff or visitors regarding equal opportunity;
- monitor the school's student's behaviour policy, and the number of exclusions, to make sure that students from minority groups are not unfairly treated.

This policy will be reviewed by the Local Council every two years, or earlier if it is considered necessary.

## **Anti-Racist Policy**

### **Rationale**

- The primary objectives of Acklam Grange School are to educate, develop and prepare all our students to lead positive lives. We value all members of our community, of whatever race, disability, religion or belief, gender (reassignment) and sex or sexual orientation. We are committed to creating a safe and happy environment as we recognise that we are all enriched by the differences that each individual brings to the school community. (See our Mission Statement – Equal Opportunities Policy)
- Students, teachers and all other staff working in the school will endeavour to further this objective by personally contributing towards a happy and caring environment and by showing respect for each other's racial and cultural backgrounds and treating each other with dignity. (See our 'Aims' – Equal Opportunities Policy).
- Discrimination on the basis of colour, culture, religion or origin is not tolerated in this school.
- The school acknowledges the complexity of British society and recognises that it would be failing the students if it did not prepare them for their integral part in society.
- The school is committed to emphasising the common elements and values of our multiple culture whilst appreciating the differences. The management is committed to promote fundamental British values across the whole school.
- A racist incident is one perceived to be racist by the victim or any other person.

### **Purposes for students**

- Students will be encouraged to enjoy the multi culturally diverse nature of our society and have opportunities to celebrate the world as it is and as we would like it to be. On such foundations students will develop positive attitudes to the pluralistic society.
- Through a well-balanced, objective and sensitive curriculum students will avoid omissions and misrepresentations of historical, cultural and racial differences and experiences. (See our 'The Curriculum' statement – Equal Opportunities Policy)
- To learn not to use their own language to deliberately exclude other students.
- To accept and respect names from other cultures

### **Guidelines for staff**

- Students' names will be accurately recorded including on SIMS/CPOM and correctly pronounced.
- Staff should check on SIMS and be aware of the language or dialect spoken by students and their families.
- All people must be aware of the use of racist connotations in the language they themselves use.
- All people must be aware of the use of biphobic, homophobic and transphobic connotations.
- All staff should be aware of possible cultural assumptions and bias within their own attitudes.
- The help of parents in school will be welcome irrespective of their racial or cultural backgrounds.
- Parents, staff and students will be made aware of the school's commitment to mutual respect through newsletters, assemblies and displays including on British values.

- Racist symbols, badges or insignia on clothing or bags are forbidden in school. (Equal Opportunities Policy)
- Graffiti to be immediately reported so that it can be removed.
- Staff and students will have access to accurate information about the similarities and differences of cultural groups. (Annual BME training/induction Programme)
- In all staff recruitments the best candidate will be appointed based upon strict professional criteria. (Equal Opportunities Policy)
- ALL new staff must be given a copy of this policy. (HR Team)

### **Unacceptable racist acts**

- Direct physical assault or threat of it
- Racist name-calling or racist joke-making
- Expressing prejudices or deliberate mis-information on racial or ethnic distinctions
- Distributing racist literature
- Writing or expressing provocative slogans or catch phrases
- Misuse of internet / Social media

### **ACTION**

- All forms of racial abuse by any person within the school is treated seriously.
- All victims will be offered appropriate support in school. (Equal Opportunities Policy)
- We will record, investigate and act upon such incidents and parents/guardians/carers will be contacted.
- All racist incidents will be investigated by the appropriate Year Office or other senior staff member.
- All reports and investigations of racism must be recorded on CPOM.
- It will always be made clear to offending students that such behaviour is unacceptable.
- By encouraging students to work collaboratively within an integrated group we will discourage such abuse.
- Should any member of staff be aware of a racist incident out of school, perhaps involving parents or carers this should also be referred to the Behaviour Team who may use the information to record and report any such incident to an appropriate agency.





Guidelines to clarify the current school policy on Headscarves and the prayer arrangements for Muslim students and wrist bracelet (Kara) for Sikh students.

**As part of our school's Equal Opportunity Policy we are committed to comply with the European Convention of Human Rights, which states all schools must make reasonable adjustments to school uniform on genuine religious grounds. Under Equality Act 2010, we also value all members of our community, of whatever race, disability, religion or belief, gender (reassignment), sex or sexual orientation. We are committed to creating a safe and happy environment as we recognise that we are all enriched by the differences that each individual brings to the school community.**

All Muslim or Sikh girls can wear only plain black shoulder length head scarves. There should be no beads, mirror work and decorative or fancy hair clips on their scarves. It is acceptable to use plain hair grips or clips to hold tight together their scarves. If their head scarves are longer than shoulder lengths; they must tuck them into their jumpers especially in DT, FTT or Science for their own safety. Some Muslim students may wear amulets containing Qur'anic verses that are wrapped or sewn in cloth, or contained in locket worn usually around the neck. These have religious significance for those who wear them and should not be considered as jewellery. Please be very sensitive and allow such amulets to be worn discretely.

Sikh boys can wear plain black turbans or Patkas (head scarves).

Sikh boys can wear their kara (wrist bracelets), these must be hidden from view and must be covered during PE for health and safety reasons.

Room M5 is currently used daily for Mid-day compulsory prayer for both Muslim boys and girls during lunch time. Some students may need to perform their ablution (Wudu/ritual wash) before the prayer and they have been given special permission to use Disabled Toilets to do it very discretely.

Due to increasing numbers of students every year from BME communities and especially from Muslim families you will find some students are more inclined towards their religious practices at early ages. Following the example of the Prophet Muhammad (peace be upon him) many Muslim males choose to keep a beard, which is considered to be an adornment of a man's face. Any decision by Muslim students to manifest their religion by growing a beard should be respected and treated with great respect.

There are some important documents available to all staff to read to ensure that they are aware of the needs of students from different groups. All staff must ensure that they have read school's Equal Opportunity Policy and can download it to their own areas.

Documents are placed in Equal Opportunity's folder in RM Staff Resources.



## **Acklam Grange School Equality Code of Practice**

### **Important information for visitors**

Acklam Grange School is committed to making our school a happy and safe place where everyone feels welcome and able to contribute to the life of the school. We value cultural diversity and recognise that we are all enriched by the differences that each individual brings to the school community.

We aim to meet the positive duty of the Equality Act 2010 to:

- promote equality of opportunity
- promote good relations between people of different racial groups.
- eliminate unlawful discrimination against any of the protected characteristics listed below: disability; gender reassignment; pregnancy and maternity; race; religion or belief; sex; sexual orientation.

We respectfully ask that visitors abide by our code of practice.

Thank you

Students, staff, parents/carers and the Local Council of Acklam Grange School.