



# ROBSON HOUSE

## Equalities Policy

Policy Owner	Robson House Primary Pupil Referral Unit
Approving Body	Robson House Management Committee
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## Equalities Policy

### Introduction

Robson House is committed to promoting understanding of the principles and practices of equality and justice. We aim to equip children with an awareness of our diverse society and to help them appreciate the value of difference. Every member of Robson House is regarded as of equal worth and importance, irrespective of their disability, age, gender, gender identity, sexual orientation, colour, race, ethnic or national origin, or religious beliefs.

Every aspect of the activities at Robson House has an equalities dimension. This may be expressed explicitly in teaching materials and display, implicitly in classroom practice, or as part of the everyday curriculum and the social interaction amongst and between staff, children and parents/carers. The environment at Robson House influences the developing attitudes of the children within it and can be a powerful vehicle for the promotion of understanding and practice of equalities.

We live in a society where disability discrimination can segregate and isolate people from their communities. At Robson House we value differences in ability, and we aim, through our proactive approach to inclusion, to give all of our children equality of access to their communities. Addressing fundamental prejudices against disability in both children and adults is a core element of our inclusion work.

### The Law and Discrimination

This policy reflects the Single Equality Act 2010 which harmonises and replaces previous legislation including the Race Relations Act 1976, Disability Discrimination Act 1995, Gender Recognition Act 2004 and Sex Discrimination Act 1975.

The Single Equality Act combines the existing three duties into one new Equality Duty that covers all seven of the equality strands: age, disability, gender, gender-identity, race, religion or belief and sexual orientation. At Robson House we will ensure that at every level, in all our work and throughout all aspects of the school community and its life, everyone will be treated equally. This Single Equality Policy summarises the school's approach in ensuring equality for all.

### Objectives

- To ensure that children, staff and parents/carers recognise that discrimination on the basis of age, disability, gender, gender-identity, race, religion or belief and sexual orientation is not acceptable
- To provide an environment in which all children, staff and parents/carers feel safe enough to express and question views
- To ensure that all children and parents/carers feel valued and supported
- To ensure that all staff feel valued and supported and have appropriate advice and encouragement for professional development

- To ensure that all learners have equal access to a rich, broad, balanced and relevant curriculum
- To advance equality of opportunity by ensuring that teaching, learning and the curriculum promote equality, celebrate diversity and promote community cohesion by fostering good relations
- To eliminate any discrimination, harassment and victimisation. To ensure that no-one is unfairly or illegally disadvantaged as a consequence of their age, disability, gender, gender identity, sexual orientation, colour, race, ethnic or national origin, disability or religious beliefs
- To recognize and celebrate diversity within our community whilst promoting community cohesion

### Good Practice

- Robson House follows the Local Authority Admission Policies which do not permit disability, gender, gender identity, sexual orientation, colour, race, ethnic or national origin, disability or religious beliefs to be used as reasons to refuse admission. All admissions are allocated centrally by the LA.
- We strive to achieve a cohesive community and expect that children respect one another and behave with respect to one another, and that their parents/ carers feel fully engaged in the school.
- We aim to enhance a wider sense of community locally, as well as in the context of the UK and the world.
- We support the UN Convention on the Rights of the Child, the UN Convention on the Rights of People with Disabilities, and the Human Rights Act 1998. Through our policies and actions we undertake to ensure that every child and young person is healthy and safe, is able to enjoy and achieve in their learning experience, and is able to contribute to the wider community.
- We log abusive incidents and report them annually to the Management Committee and the Local Authority. We monitor and log incidents that discriminate against children and young people or adults in our school e.g. homophobic bullying and racist language. We agree actions to be taken by staff and whether parents/carers are informed. We also monitor and log bullying incidents.

### Strategies

- Monitoring, evaluation and review carried out by the Leadership Team will ensure that procedures and practices within the school reflect the objectives of this policy.
- Parents and members of the Management Committee will be involved and consulted about the provision being offered by the school.
- Staff will ensure that the teaching and learning takes account of this policy.
- The diversity within our school and the wider community will be celebrated.
- Diversity will be recognised as a positive, rich resource for teaching, learning and the curriculum.
- Professional development opportunities will be provided for staff to provide them with the knowledge, skills and understanding they need to meet the requirements of this policy.
- Contributions will be sought from parents/carers and others to enrich teaching, learning and the curriculum.
- The positive achievements of all pupils will be celebrated and recognised.

## Outcomes

- This policy will play an important part in the educational development of individual pupils.
- It will ensure that all pupils are treated equally and as favourably as others.
- The school will make all reasonable adjustments to promote equal opportunity and equal treatment of all members of the school community.
- The individual needs of each child will be met, taking full account of their age, disability, gender, gender-identity, race, religion or belief and sexual orientation, in accordance with the requirements of The Single Equality Act 2010.

## Equality Objective

The Equality Act 2010 requires schools to publish specific and measurable equality objectives. Our equality objectives are based on our analysis of data and other evidence. Our equality objectives focus on those areas where we have agreed to take action to improve equality and tackle disadvantages. We will regularly review the progress we are making to meet our equality objectives.

Equality objectives 2017 -2018:

- Celebrate different Equalities events throughout the school year in line with National and local initiatives
- Identify opportunities in the curriculum to look at other cultures/countries, study famous people from ethnic minorities and with a variety of abilities and to celebrate diversity
- Review policy and practice in recording and managing abusive incidents including training for staff

## **POLICY REVIEW**

This policy will be reviewed every year by the Management Committee, as part of its monitoring cycle. The next review will be due in February 2018.