



EQUALITIES POLICY

Adopted by Governors on 07.02.2024

Next Review: February 2025

1 Scope

The Equality Act 2010 combines and builds upon the existing legislation covering discrimination and promotion of equality of opportunity. This act brings together into one Act those areas now known as 'protected characteristics' that qualify for protection from discrimination, such as age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation and those with special educational needs. At Teignmouth Community School, we believe that everyone has the right to be treated with dignity and respect. We are opposed to any direct or indirect discrimination against individuals or groups and we believe that there is a shared responsibility to ensure that equality permeates into all aspects of school life and that everyone treats and is treated equally. It is our intention that everyone connected with this school feels safe, secure, valued and of equal worth.

We have high expectations of all pupils and we aim to provide them with every opportunity to succeed by providing the highest standards of teaching and learning. We are opposed to any member of the school personnel or others connected with the school being victimized, harassed or bullied by another based on assumptions about their status in the afore mentioned categories or on any other grounds. Also, we will not discriminate against anyone because of their political affiliation.

We wish to work closely with the School Council and to hear their views and opinions on this matter.

2 Requirements

In order to implement this policy, there are specific requirements of key personnel as well as anyone connected with the school.

The Board of Directors has:

- delegated powers and responsibilities to the Headteacher to ensure that this policy is embedded into the culture of the school;
- delegated powers and responsibilities to the Headteacher to ensure all school personnel and stakeholders are aware of and comply with this policy;
- responsibility for ensuring that the school complies with all equalities legislation;
- nominated a designated Equalities Director, who will be the Director responsible for the Learning Support Portfolio, to ensure that appropriate action will be taken to deal with all prejudice related incidents or incidents which are a breach of this policy;
- encouraged Directors to undertake training in order to ensure that they are aware of their legal responsibilities under equality legislation;
- responsibility for ensuring funding is in place to support this policy;
- responsibility for ensuring this policy and all policies are maintained and updated regularly;
- responsibility for ensuring all policies are made available to parents;
- nominated the Equalities Director to visit the school regularly, to liaise with the Headteacher and the Deputy Headteacher (Inclusion) and to report back to the Board;
- responsibility for the effective implementation, monitoring and evaluation of this policy

The Headteacher and the Leadership Team has responsibility for:

- ensuring that this policy is embedded into the culture of the school;
- involving the School Council in the development, approval, implementation and review of this policy including the organisation of surveys to gauge the views of all students;
- ensuring all school staff, students and parents are aware of and comply with this policy;
- working closely with the link director;
- providing leadership and vision in respect of equality inclusion;
- recording and dealing with incidents of racism, bullying and other inappropriate behaviour;
- seeking advice from appropriate agencies in order to ensure that this policy is kept up to date;
- ensuring equal opportunities is covered in all subject policies and curriculum plans;
- regularly reporting to the Board of Directors on the standards achieved by different groups within the school;
- providing guidance, support and training to all staff;
- monitoring the effectiveness of this policy;
- annually reporting to the Board on the success and development of this policy

All school staff have the responsibility to:

- act as positive role models in order to promote equality throughout the school community;
- abide by and adhere to this policy;
- implement the school's policy and schemes;
- report and deal with all incidents in discrimination and unequal treatment;
- maintain an overall school ethos of respect and tolerance for one another;
- promote equality, inclusion and good community relations;
- challenge inappropriate language behavior;
- tackle bias and stereotyping;
- act as role models;
- be alert to signs of racial harassment and bullying;
- carefully monitor all groups of students to ensure that they make progress and achieve their targets;
- promote equality through curriculum planning;
- ensure planning is differentiated in order to provide full access for all students;
- create a positive classroom ethos that is welcoming to both sexes;
- ensure students feel valued and have individual targets;
- be open to the views of all students;
- attend appropriate training;
- report any concerns on any aspect of the school community;

All Students have a responsibility to:

- be aware of and comply with this policy;
- recognise that they have a role and responsibility to promote equality, inclusion and good community relations;
- challenge inappropriate language behaviour;
- tackle bias and stereotyping;

- work to promote anti-bullying strategies;
- respond appropriately to incidents of discrimination and harassment and understand the action needed to report these;
- participate fully in all lessons;
- participate in discussions concerning progress and attainment;
- treat others, their work and equipment with respect;
- support the school Code of Conduct to ensure the smooth running of the school;
- talk to others without shouting and use language which is neither abusive nor offensive;
- wear correct uniform;
- liaise with the school council;
- take part in questionnaires and surveys which relate to equality.

Recruitment Process

Teignmouth Community School is an Equal Opportunities employer and adheres to the principles of equal opportunities in all aspects of the recruitment process. We welcome applications for vacant posts from appropriately qualified persons regardless of age, disability, gender reassignment, marriage and civil partnerships, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

Complaints

The complaints procedure will be used to deal with any discriminatory complaint from any member of the school personnel. Any case of harassment will be dealt with by the school's disciplinary procedure.

3 Key Terms and Definitions

ACRONYM	TERM	DEFINITION

Amendment Record

VERSION #	DATE	AMENDED BY	NATURE OF CHANGE
1	04.02.2013		Initial Document
2	05.02.2024	Louisa Tidman	Updated wording and branding