



Charlton Park Academy and Mulberry Tree House Equality and Diversity Policy

This policy on Equality and Diversity reflects the Charlton Park Academy's legal obligation and duty to devise Equality Schemes for Disability, Race and Gender.

This policy is written in the context of:

- The National Curriculum 2000
- The Race Relations (Amendment) Act 2000
- Part 5A of The Disability Discrimination Act (DDA)2005
- The Children Act 2004
- Gender Equality Duty Code of Practice 2007
- Every Child Matters Green Paper 2003
- National Healthy Schools Programme 1999
- The Equality Act 2010
- Schools Admissions Code 2009

Aims and Values

Charlton Park Academy is a welcoming, friendly and inclusive school where everyone is valued highly and where tolerance, honesty, co-operation and mutual respect for others are fostered. We seek to be a community that places learning at the centre of all its activities and a school that offers achievement, success and recognition of worth to all its members. We are a school that provides students with an awareness of the global dimension and a respect for other cultures. Charlton Park Academy is a school that fosters integrity, fairness and respect. We are committed to the development of the whole person within a supportive, secure and creative environment. A broad, balanced and appropriate curriculum provides equal opportunity for all students to maximize their potential regardless of age, gender, race, colour, religion, disability or sexual orientation.

At Charlton Park Academy we aim to promote equality and diversity and tackle any form of discrimination. We seek to remove and barriers to access, participation, attainment and achievement. We will promote community cohesion at school, national and global levels and implement all necessary actions in relation to ethnicity, religion or belief, and socio-economic background.

To meet its duties in respect of Equality Schemes for Disability, Race and Gender, the school will aim to:

- provide a secure environment in which all our students can flourish and achieve
- if required eliminate unlawful gender discrimination and harassment;
- if required eliminate discrimination that is unlawful under the DDA;
- promote positive attitudes towards disabled people;
- encourage participation by disabled people in public life;
- prepare students for participation in Britain's multi-ethnic, diverse society;
- help all students develop a sense of personal and cultural identity that is confident and open to change;

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- acknowledge the existence of racism and take steps to prevent it;
- oppose all forms of racism, xenophobia, racial prejudice and racial harassment;
- work with parents and the wider school community to promote equality of opportunity for all.

To achieve these aims we will:

- involve stakeholders in the development and review of policy relating to Equality and Diversity;
- publish and share our policy with the school and wider community
- collect and analyse data to ensure all groups are progressing well and no group is subject to disadvantage;
- use all available information to set suitable learning challenges for all, respond to students' diverse needs and overcome any potential barriers to learning;
- have high expectations of behaviour which demonstrate respect to others.

Responsibilities

The Governing Body

The Governing Body is responsible for:

- the school's compliance with Equality and Diversity legislation
- the school's implementation of an admissions policy which is fair and equitable in its treatment of all groups to ensure students are admitted without regard to ability, disability, gender or ethnic group;
- being involved, as appropriate, in dealing with serious breaches of the policy.

The Principal

It is the Principal's responsibility, in conjunction with the Senior Leadership Team, to: implement the policy and its strategies and procedures;

- ensure that all staff receive appropriate and relevant Continuous Professional Development (CPD);
- actively challenge and take appropriate action in any cases of discriminatory practice;
- deal with any reported incidents of harassment or bullying in line with guidance;
- The Principal will report annually to the Governing Body on the school's compliance with the Equality and Diversity Policy.

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All staff

It is the responsibility of all staff to:

- be vigilant in all areas of the school for any type of harassment and bullying;
- deal effectively with all incidents of victimisation caused by perceived differences;
- promote an inclusive curriculum and whole school ethos which reflects our diverse society and challenges bias and stereotyping;
- promote equality and good relations and not discriminate on grounds of age, gender, race, colour, religion, disability or sexual orientation
- keep up to date with equality legislation, development and issues by attending relevant training and accessing information from appropriate sources.

Monitoring and Evaluation

- Data will be used to monitor the attainment and progress of students by gender, special educational need, free school meals (FSM) and ethnic group;
- The results of review and evaluation procedures will inform planning, target setting and school improvement objectives.
- The site issues relevant within the Accessibility Plan are reported to the Finance and General Purposes Committee.

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Racial Equality

Aims and Values

Our commitment to promoting racial equality and cultural diversity is encapsulated in the aims of the school. In addition, we aim:

- To respect and value the differences between people
- To prepare students for participation in Britain's multi-ethnic, diverse society
- To make the school a place where everyone, taking account of race, colour, language, religion, ethnic or national origin, feels welcomed and valued and feels a sense of collective and community identity
- To help students develop a sense of personal and cultural identity
- To promote good relations between different racial, cultural and religious groups within the school and within the wider community
- To acknowledge the existence of racism and takes steps to prevent it
- To oppose all forms of racism, xenophobia, racial prejudice and racial harassment
- To be proactive in tackling and eliminating unlawful discrimination

Our commitment to racial equality and cultural diversity involves all members of the school community – students, staff, parents/carers, governors and visitors, and applies to all areas of school life. These areas include:

- Staffing: recruitment, selection and professional development
- Curriculum
- Teaching and Learning
- Assessment, achievement and progress
- Behaviour, discipline and exclusion
- Personal development and Pastoral Care
- Admissions and attendance
- Partnerships with parents/carers and the community

Commitments

We are committed to:

- Actively tackling racial discrimination and promoting equal opportunities
- Promoting positive approaches to diversity
- Involving students, parents/carers, staff and governors in developing policies, procedures and practices which tackle racial discrimination and promote inclusion
- Monitoring teaching and curriculum development to ensure high expectations of all students
- Encouraging and supporting all students and staff to achieve their best

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Linguistic Diversity

We recognise and celebrate linguistic diversity in British society and, wherever possible, we offer bilingual support for students who are in the early stages of learning English.

Religious Observance

We respect the religious beliefs and practice of all students, staff, parents/carers and comply with all reasonable requests relating to religious observance and practice.

Date reviewed: October 2020