

# Chosen Hill School

## Equality Information and Objectives Policy

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<b>SLT Author:</b>	DWR	<b>Type:</b>	Non-Statutory
<b>Version:</b>	1	<b>Policy/Guidance:</b>	Policy



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## 1. Legislation

This document meets the requirements under the following legislation:

- [The Equality Act 2010](#), which introduced the Public Sector Equality Duty (PSED) and protects people from discrimination
- [The Equality Act 2010 \(specific Duties\) regulations 2011](#), which require schools to publish information to show how they are complying with the PSED and to publish their objectives.

This document is also based on the Department for Education Guidance: [The equality Act 2010 and schools](#).

This document also complies with our funding agreement and articles of association.

## 2. Aims

Chosen Hill School aims to meet its obligations under the PSED by having due regard to the need to:

- 1) eliminate discrimination. Harassment and victimisation or any conduct prohibited in 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.

These should apply across all protected characteristics which are (in no particular order):

- 1) Sex
- 2) Age
- 3) Race
- 4) Disability
- 5) Religion or belief
- 6) Sexual Orientation
- 7) Gender reassignment/gender identity
- 8) Pregnancy or maternity
- 9) Marriage and civil partnership

Chosen Hill School will actively consider the implications for students and staff with protected characteristics in all aspects of its policy development and decision making.

## 3. Roles and Responsibilities

The governing board will:

- 1) Ensure that the equality information and objectives as set out in this statement are published and communicated throughout the school, including to staff, students and parents;
- 2) Ensure the policy is updated every year and the objectives are reviewed and updated every 4 years;
- 3) Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the Headteacher.

The Headteacher will:

- 1) Promote knowledge and understanding of the objectives amongst staff and students;
- 2) Monitor the success in achieving the objectives and report to Governors.



The Senior Leadership Team will:

- 1) Ensure that policies are developed with equality in mind.

All school staff are expected to have regard to this policy and to work to achieve the objectives as set out in [section 7](#).

## 4. Eliminating Discrimination

Chosen Hill is committed to the provision of a rich and varied education to meet the individual needs of all students enabling them to realise their full academic, personal and social potential. Discrimination can be direct and indirect. Direct discrimination is when someone is treated less favourably than someone else because of their protected characteristic. Indirect discrimination is when a provision that applies to everyone particularly disadvantages particular groups.

Chosen Hill is fully committed to equality for all and will:

- 1) Recognise and respect diversity including LGBTQ+ and accept people for who they are;
- 2) Foster positive attitudes and relationships, and a shared sense of belonging;
- 3) Aim to reduce and remove inequalities and barriers;
- 4) Observe good equalities practice;
- 5) Ensure staff receive training on equality and diversity issues including LGBTQ+;
- 6) Ensure the school community is reminded of it's responsibilities under the Equality Act. The community is staff, students, Governors, visitors, parents and the wider community. Where this is discussed in a meeting it is recorded in the minutes;
- 7) Develop policies and procedures that consider the implications of the Equality Act and eliminate discrimination;
- 8) Promote equality and diversity in display around the school;
- 9) Have equivalent facilities for boys and girls;
- 10) Be accessible to students with disabilities;
- 11) Be mindful of all religious holidays in the timing of school events and holidays.

### Curriculum

In particular, Chosen Hill School will also ensure that equality issues are addressed through the curriculum by:

- 1) Consistently high expectations of all students regardless of age, gender, ability or social circumstances;
- 2) Planning and careful differentiation of work to ensure equality of opportunity for all;
- 3) Challenging stereotypes, reflecting the reality of an ethnically and culturally diverse society and ensuring this is evident in resources used across the curriculum;
- 4) Catering for the spiritual needs of our students;
- 5) A culture of inclusion for every student regardless of their protective characteristic;
- 6) Use of appropriate language. It is important that all members of the community use language that does not transmit or confirm stereotypes, does not offend, creates and enhances positive images and develops self-esteem;
- 7) Ensuring that bilingual students have access to the whole curriculum and that they are given opportunities to take formal qualifications in their additional languages.

### Admissions

Chosen Hill's Admission Policy is in line with our legal requirements and students are allocated by the Local Authority according to our Admissions Policy which takes into account home address with respect to our catchment zones. Priority is given to Children with SEND and Looked after Children and then siblings. In year admissions will be admitted if there is capacity within the year group. Post 16 admissions are subject to meeting the academic requirements of the course.



## **5. Advancing the equality of opportunity**

All students and staff at Chosen Hill should have an equal opportunity to achieve their potential and feel a valued member of the school.

We will produce and monitor data to show how students with different characteristics are performing. This will be used to determine strengths and areas for improvement and implement actions. These will be reflected in the school improvement plan.

The data will not be limited to academic grades but will include analysis of bullying logs, leavers destinations, exclusions, participation in extracurricular activities and numbers of people with protected characteristics.

The school will continue to make modifications to its premises as appropriate to ensure there is accessibility for all students, staff and visitors.

## **6. Fostering good relations**

Chosen Hill aims to foster good relationships between those who share a protected characteristic and those that do not by:

- 1) Promoting tolerance, friendship and understanding of a range of religions, cultures and traditions through different aspects of the curriculum. This is not limited to EPS but across all areas of the curriculum;
- 2) Sharing of different cultures and traditions with visits to and from other countries and re-applying for our international school status;
- 3) Holding assemblies dealing with relevant issues;
- 4) Inviting external speakers and drop down days;
- 5) Ensuring the school council is representative of the whole school community;
- 6) Implementation of the schools' policies on Behaviour Management, Accessibility, SEND and its Anti-Bullying Protocol.



## 7. Equality Objectives

Objectives will be reviewed every four years based on the results of data monitoring.

Objective	Why we have Chosen this objective	We plan to achieve this by	Progress made
Promote diversity through increasing awareness amongst students and staff	To ensure students and staff have an understanding of the issues faced by different groups of people with protected characteristics	Invite people who represent different cultures, traditions and religion into school for drop down days and assemblies.	In 2021, we had a #ComingOut day designed to address and tackle issues around hate crime, diversity and issues faced by the LGBTQ+ community.
		Setting up of a LGBTQ+ group within school and a transgender protocol	The group has been established
		Reviewing the House names to ensure they represent diversity rather than 4 white males.	A review of the house system is underway including the names of houses
Implement the Rainbow Flag Award	To allow CHS to commit to and demonstrate a positive LGBTQ+ inclusive environment and ethos. It will result in an improvement of the lives of all the young people within the school, including those that are LGBTQ+, those from LGBTQ+ families, as well as LGBTQ+ staff members.	<p>This will happen by acting within the 6 key areas and will give all people within the school the skills and information to make informed choices. Staff training is key. The 6 key areas are -</p> <ol style="list-style-type: none"> <li>1. Skilled Teacher</li> <li>2. Inclusive Curriculum</li> <li>3. Supportive Governors and Parents</li> <li>4. Pastoral Support</li> <li>5. Effective Policies</li> <li>6. Student Voice</li> </ol> <p>Separate Rainbow Flag Award Action Plan available.</p>	<p>See separate Rainbow Flag Award Action Plan</p> <p>EH and FC have attended the training on the Rainbow Flag Award.</p> <p>EH and FC have started discussing and updating policies with the relevant members of staff.</p> <p>Student support club PRISM is up and running on a Friday lunchtime.</p> <p>All staff training to take place on Thursday 17<sup>th</sup> March.</p> <p>Info about the award in parents' newsletter on Friday 21<sup>st</sup> Jan.</p>



Train all members of staff dealing with recruitment and selection on equal opportunities and non-discrimination by the end of the 2023 academic year	To ensure that staff are aware of how they could be sub-consciously biased when making recruitment decisions and to ensure we have the best person for the job	Staff undertaking National college training	
To be a disability confident employer	To ensure we are not discriminating against the employment	Signing up for the disability confident scheme by the end of the 2022 academic year	
To ensure understanding of the impact of decisions made by SLT on promoting diversity and the experience of students and staff	To ensure that all Senior Leaders are aware of any 'blind-spots' in our collective decision making including those that pertain to diversity and the experience of off students and staff within our school community	Working with experts in promoting and understanding diversity and highlighting the needs and experiences of underrepresented groups	Coaching company identified and approached to deliver sessions with SLT



## Links, Policy Control, Review and Approval

### Links with other policies

- Equality and diversity policy for staff
- Behaviour Management Policy
- Accessibility Policy
- SEND Policy
- School improvement Plan
- Staff conduct Policy
- Recruitment policy
- Admissions Policy
- Attendance Policy
- Transgender Protocol

### Policy Control

First approval date: (previous years not known)

Date	Version	Author	Change/Action
March 2022	1	DWR	Full review


### Monitoring and Review

- 1) The Senior Leadership Team shall review this protocol from time to time to ensure that it meets legal requirements and reflects best practice.
- 2) If Staff have any questions about this protocol or suggestions for additions that they would like to be considered on review, they may do so by emailing the Headteacher or Business Manager.
- 3) The School will continue to review the effectiveness of this policy to ensure it is achieving its stated objectives.
- 4) This policy will be reviewed annually and the objectives updated as necessary but at least every four years.

### Approval

**Approved:** March 2022  
by Governors – Learning & Outcomes/FGB

**Signed:**   
[Amanda Aston] Chair of Governors

  
[Matt Pauling] Headteacher