



WYNDHAM
SPENCER ACADEMY

Equalities Policy

September 2021

The Spencer Academies Trust has delegated Full responsibility to the Local Governing Body (LGB) of Wyndham Spencer Academy for this Policy.

It is the LGB's responsibility to ensure this Policy is implemented and reviewed in accordance with statutory and legislative arrangements.

The Spencer Academies Trust may, on an annual, basis undertake audits to confirm that appropriate arrangements are maintained by the Academy.

 **SPENCER**
ACADEMIES TRUST



Date of issue: 1st September 2021

Review date: 1st September 2025

Although our Equality Policy is updated every four years, our Equality information is updated annually and is available via our Wyndham website

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Signature: K Ryan

Chair of Governor signature and date of approval: [Signature] 26/09/22

--Please note that this policy is to be read in conjunction with our Accessibility Policy--

Equality Objectives

Schools have specific duties under the Equality Act 2010.

The legislation

- The Equality Act 2010 replaced the Race Relations Act, Disability Discrimination Act and Sex Discrimination Act. It protects everyone in England and Wales, so it applies to all schools, regardless of type.
- The DfE has published non-statutory advice on how schools can fulfil their duties under the Equality Act 2010, which relates specifically to discrimination in an educational setting.
- The Act covers 9 protected characteristics

At Wyndham Spencer Academy, we are committed to meeting the public sector equality duties (PSED). The Public Sector Equality Duty requires our school to monitor our policies and procedures and to publish information about equalities in our school. We follow and revise our Equality Action Plan (2021-2025), continually review and seek to improve our provision regularly.

The new General Duty replaces the three existing public sector equality duties for disability, race and gender. It covers all protected characteristics and has three main aims requiring public bodies to have due regard to the need to:

1. Eliminate discrimination, harassment, victimisation and other conduct that is prohibited under the Equality Act 2010.

2. Advance equality of opportunity between persons who share a protected characteristic and persons who do not share it.



3. Foster good relations between persons who share a protected characteristic and persons who do not share it.

Protected Characteristics

The Equality Act 2010 states that it is unlawful to discriminate against people with the following protected characteristics. This applies to the whole school community:

- Age (staff)
- Disability
- Gender
- Gender identity and reassignment
- Pregnancy and maternity
- Race (ethnicity)
- Religion and belief
- Sexual Orientation
- Marriage and Civil Partnership (Staff)



Note: **Age, and Marriage/civil partnership** are listed in the Equality Act 2010, but are not listed in the DfE guidance. Age as a protected characteristic does not apply to pupils in schools, so pupils can be treated in ways appropriate to their age and stage of development without risk of legal challenge. For these reasons, both have 'staff' bracketed after the protected characteristics here.



Equality at Wyndham Spencer Academy

Equality at our school permeates all aspects of school life. It is the responsibility of every member of the school and wider community. Everyone within our school community has the right to feel safe, secure, respected, and should feel valued and of equal worth. This includes;

- Children and young people
- All staff employed at Wyndham
- Students on placement
- Colleagues from other SAT Academies
- Parents/carer
- Governors and SAT Board of Directors
- Agency staff
- Contractors working at our school
- External agencies whose staff are working with our school, including Health, Social Care, Special Needs support and agencies such as the Department for Education, and Ofsted
- All visitors to the school

We implement accessibility plans and policy which is aimed at:

- Increasing the extent to which a person with a / disabilities can participate in the curriculum.
- Improving the environment, both inside and out, to enable pupils and children with a/ disabilities to take better advantage of all we have to offer, both educationally and pastorally.
- Continuing to develop the accessibility of information

Spencer Academies Trust, our governing body and academy are committed to this policy of equality and aims to ensure that no employee, job applicant, pupil or other member of the school community is treated less favourably on grounds of any of the protected characteristics. Having positive high regard for everyone is a key expectation.

Any behaviour, comments or attitudes that undermine or threaten an individual's self-esteem on these grounds will not be tolerated. We aim to provide equal access to high quality educational opportunities and to ensure that everyone feels that they are a valued member of the school community. We seek to provide a safe and happy environment where everyone has the conditions to excel and flourish, and where physical and cultural diversity is celebrated. Each and every member of the school community are responsible for promoting the school's Equality Policy, and Action Plan (see appendix 1), and are obliged to act in accordance with this policy.

Decisions made will be robustly questioned to ensure that a decision has not been made which does not go against our duties around equality. Specifically, decisions must;

- **Eliminate discrimination** and other conduct that is prohibited by the Equality Act 2010
- **Advance equality of opportunity** between people who share a protected characteristic and people who do not share it
- **Foster good relations** across all characteristics, between people who share a protected characteristic and people who do not share it



Our collective responsibilities

✓ To pupils

To not discriminate against, harass or victimise a child or pupil, or potential pupil:

- In relation to admissions
- In the way we all provide education for all pupils
- In the way we all provide pupils access to any benefit, facility or service
- By excluding a pupil or subjecting them to any other detriment

✓ To staff

No-one also has the right to discriminate against school staff.

✓ To parents and carers

School is regarded as a 'service provider' under part 3 of the Act, so there is the duty to make accommodations for the parents and carers of pupils if those parents had a disability. For example, if a parent/carer is hearing impaired, we have a duty to provide a sign language interpreter for parents' evenings, so the deaf parent can participate as fully as parents who aren't deaf. It is the responsibility of the member of staff leading the session to plan for this inclusion via the Principal or SEND Team.

✓ To the public

Under part 3 of the Act, if Wyndham opens any facilities to the public, then as a service provider, we are responsible for preventing discrimination against any person that uses those facilities.

✓ Reasonable adjustments

The Act may require us to make 'reasonable adjustments.' We might have to change the way we do something or even make changes to the physical environment to make sure a person with a disability can benefit equally from our services as someone without that disability. The reasonable adjustments should be discussed with your line manager or Principal prior to a formal agreement with a parent or carer.



Local Support

The Equality Alliance champions the views of people who are under-represented in society - those with protected characteristics (age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation) - at a local level. The Alliance enables the voluntary and community sectors and local partners to come together to identify the challenges that are making life difficult for many citizens of Derby and develop policies and programmes to combat inequality. The next phase of the Equality Alliance will involve voluntary and community organisations that represent people with protected characteristics, coming together to discuss how best to support, encourage and promote community cohesion in the city. The following support is currently available in Derby;

✓ **Derby 50+ Forum**

Derby 50+ Forum aims to inform and empower older people living in Derby. It's part of a national movement of older people's forums, is independent of the Council and has an elected management committee. For more information please contact Derby City Council.

✓ **Derby Advice and Information Network**

Derby Advice and Information Network is a group of voluntary and statutory, information and advice providers who work together to develop the quality and accessibility of information and advice for vulnerable people. DIAN does this through supporting joint working, networking and accessing external funding. It produces a bi-monthly bulletin of local developments and members share and contact list with details of the expertise of other members. The Network has also developed a quality standard for local information and advice providers. For more information please contact Ian Chennery or call 01332 642753.

✓ **Umbrella**

Umbrella supports families living in Derby City and Derbyshire providing a range of exciting activities. Most services in Derbyshire are provided in Amber Valley, Erewash, Derby City, South Derbyshire and South Derbyshire Dales. Anyone can refer a child or young person to Umbrella including families, social workers, teachers and youth workers.

They support children and young people aged 5 to 30 with any additional needs, including physical, sensory, learning and behavioural disabilities. They are able to support a child or young person no matter what their disability as their services are person centred to meet individual needs.

✓ **The Derby BME network**

The Derby BME network helps BME groups to develop capacity and ensure there is equal access to information, services, opportunities and resources. For more information please call 01332 227734 or email.

✓ **Derby City Sport Forum**

Derby City Sport Forum brings together clubs, facility operators, governing bodies and others interested in promoting and developing sport for the city and its residents. For more information contact Ian Cotter or call 07796 982135 or try Kevin Palmer on 01332 280738.



✓ **Derby Compact**

The Derby Compact is a commitment to open, transparent and fair working practices by statutory and voluntary and community sector partners. Its aim is to improve relationships, communication, participation and services to create a better Derby.

✓ **Disabled People's Diversity Forum**

Disabled People's Diversity Forum used to be called the Disabled People's Advisory Committee. It is made up of members from organisations of, and for, disabled people. For more information please see the Derby City Council website.

✓ **Food Networking Forum**

Food Networking Forum aims to provide networking opportunities for anyone involved in the collection or distribution of food to vulnerable people in Derby, South Derbyshire and the surrounding area.

✓ **Forum of Faiths**

Forum of Faiths for Derby identifies how the views and experience of the broad range of faith groups in the city can be drawn together and contribute to wider public life. For more information please call Phil Henry at the Multi-faith Centre on 01332 591285 or Janet Tristram at the St James Centre on 01332 604066.

✓ **Gender and Sexuality Diversity Forum**

Gender and Sexuality Diversity Forum meets twice a year and represents groups who work with men, women, gay, lesbian and transgendered people. For more information, contact Derby City Council.

✓ **The Health and Wellbeing Network**

The Derby Health and Wellbeing Network aims to ensure that the voluntary and community sector is more closely aligned with the arrangements for the planning and commissioning of services overseen by the Derby Health and Wellbeing Board. For more information call 01332 346266.

✓ **Hostels Liaison Group**

Hostels Liaison Group brings together providers of housing, supported and associated services provided to non-statutory homeless people. To find out more, call 01332 579550.

✓ **Minority Communities Diversity Forum**

Minority Communities Diversity Forum meets four times a year and represents groups who work with Black and Minority Ethnic Communities. For more information please contact Derby City Council.

✓ **Self-Help Forum**

This forum is for voluntary organisations to meet together, network, share experiences and issues, and work closer together in partnership. The forum is an opportunity for groups to raise awareness of the work they do in the local community. Health speakers are invited along to each forum. They are organised four times a year - March, June, September and December at different venues around Derby. For more information email liz.gumbley@communityactionderby.org.uk or ring 01332 227738.



Teaching our Wyndham children and pupils about Protected Characteristics

- Schools are not required to teach about all the protected characteristics in every year group; as an academy, we have planned our curriculum.
- Our curriculum is planned and delivered so that children develop age-appropriate knowledge and understanding during their time at Wyndham Spencer Academy.
- Teaching must be integrated appropriately into the curriculum, rather than addressed separately or in one-off lessons.

KATIE – ADD IN YEAR GROUP P.C/ WHEN THEY ARE TAUGHT

Appendix 1

Equality Action Plan 2021 - 2025

Objective	Action(s)	Led by	Resources	Start date	Review date	Success Criteria	Monitoring Outcomes
To promote children's understanding and respect for equality	<p>Identify opportunities in the curriculum to promote understanding of the protected characteristics e.g. other cultures, other countries, famous people from ethnic minorities, religious festivals, disabilities.</p> <p>Use PSHE to explore equality within the context of school, the wider community, the UK and the world.</p> <p>Use assemblies to explore themes around equality and diversity, threaded through our Wyndham Values</p> <p>Use community events to celebrate diversity and equality</p>	<p>EH and CD's</p> <p>KMcC</p> <p>CDs</p> <p>SLT</p>	<p>WONDER Curriculum – PSHE and RSE</p> <p>Technology to deliver assemblies</p> <p>Wyndham Values</p>	Sept 21	Sept 22	<p>An increase in community events which celebrate / recognise Protected Characteristics</p> <p>Children have increased access to lessons and assemblies which recognise and celebrate equality and diversity</p>	
To further enhance staff awareness, understanding and responsibility of equality and diversity	<p>Provide specific training for all staff around the themes of equality and diversity.</p> <ol style="list-style-type: none"> 1) INSET day = Thursday 2nd September 21 2) Regular 'Interrupt the Forgetting' briefings 	KR	<p>PEIP Group Material – July 21</p> <p>NCC and DCC Training content</p> <p>Equality Act 2010</p>	Sept 21	Sept 22	All staff have an enhanced and embedded understanding of equality and diversity and understand their duties as professionals	

			IHasco Equality and Diversity Training				
To enhance engagement with local communities and partner schools	<p>Visit different places of worship in Derby City and invite people from these places of worship in to school</p> <p>Re-start half termly 'GREAT Group' for specific families to distribute food. Provide meals, and create a safeguarding touch point</p> <p>Continue with 'FareShare' to provide food for all parents and carers</p> <p>Regular events at Care Homes</p> <p>Develop links with St Giles, Umbrella, Age Concern</p>	<p>All teaching and learning teams</p> <p>KR</p> <p>SH</p> <p>JA</p> <p>KR/EH</p>	<p>Transport</p> <p>FareShare annual payment</p>	Sept 21	Sept 22	Children to have greater understanding and awareness of social and cultural differences both locally and in different countries	
To diminish the difference between different groups of children	<p>Analysis of data e.g weekly weigh In meetings and foci</p> <p>Provision is put in place for children with specific needs who have barriers to learning e.g. EAL, SEND, PP</p> <p>All children have specific and purposeful scaffolds in place which enables all learners</p>	<p>All teaching and learning teams</p>	<p>Specific resources for individual children, including daily scaffolds which are purposefully created to meet the needs of all pupils</p>	Sept 21	Sept 21	<p>Diminished difference between groups of children</p> <p>Increase in attendance of groups of children</p>	

	<p>to access content in all subjects across our WONDER Curriculum</p> <p>To ensure that all staff have a deep knowledge of all learners in their class and receive regular supportive feedback where it is recognised via monitoring or external engagement involvement that practice could be adapted further</p>						
Increase robust questioning of decisions made	<p>To adapt SLT, Governor, Pastoral and Safeguarding meeting documents to include the question;</p> <p>Have we made a decision today that has not:</p> <ul style="list-style-type: none"> • Eliminated discrimination and other conduct that is prohibited by the Equality Act 2010 • Advanced equality of opportunity between people who share a protected characteristic and people who do not share it • Fostered good relations across all characteristics, between people who share a protected characteristic and people who do not share it <p>Examples of this include but are not exhaustive of</p> <ul style="list-style-type: none"> - Planning of Sports Days - Updates around uniforms - Parents and Carers Evenings 	All members of the meeting. The staff member Chairing the meeting will ask the question.	Updated meeting formats to include the question	Sep 21	Sep 22	Decisions made will not discriminate or jeopardise any group of people in our school or community	

<p>Include half termly Governor Visits to monitor how we are promoting Protected Characteristics</p>	<p>All Governors will complete a Governor Visit over the course of the year to transparently explore how we are promoting Protected Characteristics, and ensuring our Equalities Policy is in action.</p> <p>Governors will explore this through</p> <ul style="list-style-type: none"> - Talking to pupils - Talking to staff - Talking to parents - Reviewing displays through school - Challenging SLT <p>The outcomes of the visits will be feedback to all Governors in the next relevant Governor meeting, with next step actions shared and discussed collectively.</p>	<p>KR and Chair of Governors</p>	<p>Recording Governor Visit Format</p> <p>Governor Monitoring Plan</p>	<p>Sept 21</p>	<p>Sept 22</p>	<p>Governors will have clear insight into how the aims of the policy are being lived and breathed.</p> <p>Wyndham will have clear evidence of how all staff are promoting and respecting Protected Characteristics and the Equalities Act</p>	
<p>Implement Menopause Policy and support network</p>	<p>Staff will have an increased awareness of Menopause and how to support each other, themselves, and parents/carers where appropriate</p>	<p>KR</p>	<p>Menopause Policy</p> <p>SAT HR guidance</p>	<p>Dec 21</p>	<p>Dec 22</p>	<p>Staff will understand and have respect for changes and be able to offer appropriate support</p>	