

Oasis Academy Temple

SINGLE EQUALITY POLICY EQUALITY STATEMENT

2018-19

Legal Duties

Oasis Academy Temple welcome our duties under the Equality Act 2010.

The general duties are to:

- Eliminate unlawful discrimination
- advance equality of opportunity
- foster good relations

We understand the principle of the act and the work needed to ensure that those with protected characteristics are not discriminated against and are given equality of opportunity.

A protected characteristic under the act covers the groups listed below:

- age (for employees not for service provision)
- disability
- Race
- sex (including issues of transgender), gender reassignment
- maternity and pregnancy
- breastfeeding
- religion or belief
- sexual orientation
- Marriage and Civil Partnership (for employees)

In order to meet our general duties, listed above, the law requires us to do some specific duties to demonstrate how we meet the general duties. These are to:

- Publish equality Information – to demonstrate compliance with the general duty across its functions (We will not publish any information that can specifically identify any child)
- Prepare and publish equality objectives

To do this we will collect data related to the protected characteristics above and analyse this data to determine our focus for our equality objectives. The data will be assessed across our core provisions as a school. This will include the following functions:

- Admissions
- Attendance
- Attainment
- Exclusions
- Prejudice related incidents

Our objectives will detail how we will ensure equality is applied to the services listed above however where we find evidence that other functions have a significant impact on any particular group we will include work in this area.

We also welcome our duty under the Education and Inspections Act 2006 to promote community cohesion.

We recognise that these duties reflect international human rights standards as expressed in 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.

In fulfilling our legal obligations, we will:

- Recognise and respect diversity
- Foster positive attitudes and relationships, and a shared sense of belonging
- Observe good equalities practice, including staff recruitment, retention and development
- Aim to reduce and remove existing inequalities and barriers
- Consult and involve widely
- Strive to ensure that society will benefit

Our Ethos/mission

“All different, All equal”

Addressing Prejudice Related Incidents

Oasis Academy Temple is opposed to all forms of prejudice and we recognise that children and young people who experience any form of prejudice related discrimination may fair less well in the education system. We provide both children and staff with an awareness of the impact of prejudice in order to prevent any incidents. If incidents occur, we address and challenge them immediately.

School Community Responsibilities

OCL Professional governance

Involving and engaging the whole school community in identifying and understanding equality barriers and in the setting of objectives to address these. Monitoring progress towards achieving equality objectives.

Principal

As above including promoting key messages to staff, parents and children about equality and what is expected of them and can be expected from the school in carrying out its day to day duties. Ensuring that the school community receives adequate training to meet the need of delivering equality. This includes pupil awareness and consideration of school promotion and information materials. Ensuring that all staff are aware of their responsibility to record and report prejudice related incidents.

Academy Leadership Team

To support the Principal. Ensure fair treatment and access to services and opportunities. Ensure that all staff are aware of their responsibility to record and report prejudice related incidents.

Teaching and Learning Practitioners

Help in delivering the right outcomes for children. Uphold the commitment made to children and parents/carers on how they can be expected to be treated. Design and deliver an inclusive curriculum. Ensure that they are aware of your responsibility to record and report prejudice related incidents.

Non-Teaching Staff

Support the school in delivering a fair and equitable service to all stakeholders. Uphold the commitment made by the Principal on how pupils and parents/carers can be expected to be treated. Support colleagues within the school community. Ensure that they are aware of your responsibility to record and report prejudice related incidents.

Parents

Take an active part in identifying barriers for the school community and in informing the school of actions that can be taken to eradicate these. Take an active role in supporting and challenging the school to achieve the commitment given to the school community in tackling inequality and achieving equality of opportunity for all.

Students

Supporting the school to achieve the commitment made to tackling inequality. Uphold the commitment made by the Principal on how children and parents/carers, staff and the wider school community can be expected to be treated.

Local Community Members

Take an active part in identifying barriers for the school community and in informing the school of actions that can be taken to eradicate these. Take an active role in supporting and challenging the school to achieve the commitment made to the school community in tackling inequality and achieving equality of opportunity for all.

We will ensure that the whole school community is aware of the Single Equality Policy and our published equality information and equality objectives by publishing them on our website

Breaches

Breaches to this statement will be dealt with in the same ways that breaches of other school policies are dealt with, as determined by the Principal and using Oasis policy and guidance.

Monitor and Review Every three years, we will review our objectives in relation to any changes in our school profile. Our objectives will link to our overall school improvement plans and therefore will be reviewed as part of this process.