

GREAT BARR ACADEMY

A SPECIALIST SCIENCE COLLEGE



IGNITING
POTENTIAL



EQUALITY

Single Equality Policy



SINGLE EQUALITY POLICY

Member of Staff responsible for Policy	HR Manager
Review Committee	The Academy Council
Approving Body	The Academy Council
Review Cycle	Annually or sooner should the need arise
Date Reviewed	October 2018
Date Ratified	March 2011
Next Review	October 2019

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GREAT BARR ACADEMY Single Equality Policy

1. Scope of the Policy:

- i. This policy applies to all stakeholders of Great Barr Academy ('the School'), ie. its pupils and their parents/guardians, its employees, its Governors, visitors and the wider community.
- ii. Detailed policy statements on specific aspects of equality are made in the following documents which should be read in conjunction with this document:
 - a. The Race Equality & Cultural Diversity Policy: this addresses the promotion of equality, tolerance and respect for all students irrespective of racial or ethnic origin, and the elimination of unlawful racial discrimination.
 - b. The Inclusion Policy: this addresses fair admissions and equality of access to the curriculum.
 - c. The School Accessibility Plan: this addresses issues such as physical access to buildings and facilities and access to the curriculum for people with disabilities.
 - d. The Recruitment & Selection Policy: this policy relates to job applicants and employees only and addresses equality of opportunity in recruitment, selection and promotion as well as the relevant safeguarding considerations.
 - e. The Anti-Bullying Policy: this policy sets out how the School will respond to all incidents and forms of bullying, including those based on a protected characteristic, and how the School will seek to create an environment built on respectful relationships between pupils and between teachers and pupils.
 - f. The Dignity at Work Policy: this policy relates to employees only and sets out the standards of conduct expected in the workplace to ensure the maintenance and promotion of a working environment in which individual dignity is respected and unlawful discrimination and harassment are expressly prohibited.
 - g. The Continuous Professional Development Policy: this policy deals with the Schools commitment to ensuring fair access to development opportunities for all staff.

2. Mission Statement:

At Great Barr Academy, it is our mission to be an innovative, forward-thinking school which provides a secure and caring environment built on values, mutual respect and the principles of equality, and in which:

- We can all achieve the very best of which we are capable.
- We strive to achieve ambitious goals based on our own unique interests, abilities, talents and needs.
- We support each other, help each other to achieve our goals and ensure that no one is left behind.
- We develop confident, independent life-long learners who understand that tackling new challenges and gaining new knowledge makes life richer and more fulfilling.
- We all want to play an active part in making our community sustainable, ordered, peaceful and successful.

3. Purpose:

The School believes that the successful achievement of all of the elements of the Mission Statement are only possible in an organisation built on a genuine commitment to equality, respect and tolerance which actively seeks to promote these values and to eliminate discrimination, prejudice and all other barriers to full participation in the School's community and activities. This policy and the related documents referred to above seek to outline the key commitments which are essential to the achievement of this vision and which will underpin and guide all strategic and operational decisions, and all policies, procedures and practices.

4. Policy Commitments:

The School:

- i. is committed to the promotion of equality and to the elimination of discrimination and detriment on all grounds, including:
 - a. Ability
 - b. Background or social class
 - c. Race and ethnicity
 - d. Sex
 - e. Age
 - f. Disability
 - g. Religion or Belief
 - h. Sexual Orientation
 - i. Gender reassignment
 - j. Marital status/civil partnership
 - k. Pregnancy and/or maternity
- ii. Will use all of the available data to monitor and evaluate all of its activities, policies and procedures to identify potential inequalities or disadvantage and will plan, implement and review actions to address and remove them.
- iii. Will seek to remove all barriers to full access to the curriculum and full participation in the activities of the School, and to promote achievement through individual approaches tailored to each child's specific needs.
- iv. Encourage debate and discussion on equality issues, positively challenge discriminatory views, and actively teach and promote tolerance, respect and equality of esteem.
- v. Will respond quickly, fairly and proportionately to all discriminatory conduct or conduct which has the purpose or effect of violating an individual's dignity or of creating an intimidating, hostile, degrading, humiliating or offensive environment for an individual. This will involve using the relevant procedures and will aim to restore dignity to the injured party, positively influence future conduct, support the re-establishment of good relationships and, where necessary, remove potential threat.
- vi. Adopt processes, structures and a culture which encourage diversity in the workforce, maximising access to employment opportunities and providing equitable rewards.