



DERBY MOOR COMMUNITY SPORTS COLLEGE

Policy Title: Equality Information and Objectives Policy

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Ratified by the Governing Body: 4th September 2017

Next review: 2021

DERBY MOOR COMMUNITY SPORTS COLLEGE

EQUALITY CHECKED

This policy/procedure seeks to:

- Eliminate unlawful discrimination, harassment and victimisation.
- Advance equality of opportunity between different groups.
- Foster good relations between different groups.
- Meet requirements under the Equality Duty.
- Set Equality objectives which are specific and measurable.



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The Governing Body of Derby Moor Community Sports College ratified the Equality Information and Objectives Policy on 4th September 2017. Governors determined that this policy will be reviewed again in 2021 by the Resources Committee. The outcomes of the objectives set will be reported back to full governors on an annual basis.

1. Legislation

1.1 The Equality Act 2010 ("the Act") provides a modern, single legal framework with three broad duties:

- Eliminate discrimination;
- Advance equality of opportunity; and
- Foster good relations.

1.2 Derby Moor Community Sports College fully understands 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;
- Disability;
- Race, colour, nationality, ethnic or national origin;
- Sex (including transgender);
- Gender reassignment;
- Maternity and pregnancy;
- Religion and belief;
- Sexual orientation; and
- Marriage and civil partnership (for employees).

1.3 In order to meet our general duties, listed above, the law requires us to carry out 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.

1.4 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 (see Community Cohesion Policy).

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.

2. The Policy

Derby Moor Community Sports College's Equality Information and Objectives Policy draws together all previous equality legislation and details how Derby Moor Community Sports College is fulfilling the requirements of the Act.

3. Our Ethos

Our ethos is summed up in our school motto: "Together We Succeed". This is underpinned by our four values:

- Achievement – We believe that every student, regardless of background or personal circumstance can achieve.
- Aspiration – We believe that strong achievement is grounded in the best teaching and learning experience which ensures that all students will aspire to be the best they can be. We are committed to continuing professional development so that all staff members are supported to be the best they can be.
- High Expectations – We have high expectations of students, both in terms of achievement and behaviour.
- Community – We create and support a sense of belonging so that all members of the school community feel valued and are kept safe.

4. Addressing Prejudice Related Incidents

Derby Moor Community Sports College 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 our students and staff with an awareness of the impact of prejudice in order to prevent any incidents.

5. Objectives

5.1 In achieving compliancy with the Act, objectives are set annually. Detailed below are Derby Moor Community Sports College's current set of overriding objectives.

Objective Group	Objective
Student Achievement	<ul style="list-style-type: none"> • Every student, especially those eligible for the Pupil Premium, SEND, boys and those with middle and high prior attainment, regardless of background is supported to achieve.
Behaviour and Safety	<ul style="list-style-type: none"> • Develop a "high expectations" culture so that students' attitudes to learning are exemplary, and ensure that all members of the school community are subject to the highest standards of well-being and safety. • Students respect one another. • Students feel safe and valued. • Students, staff and parents know that misconduct and gross misconduct will be challenged.
Teaching	<ul style="list-style-type: none"> • Establish the best teaching and learning experience which ensures that all students will aspire to be the best that they can be.
Leadership and Management	<ul style="list-style-type: none"> • The staff and governing body reflects the diversity of the Derby Moor community. • No students (or their families) are disadvantaged academically, socially or emotionally. All staff are mindful of the academic and social needs of all children, especially potentially vulnerable children. • A nominated member of the SLT is responsible for the collection, analysis and publication of equality data including the recording of prejudice-related incidents.

5.2 Derby Moor Community Sports College will make reasonable adjustments to meet the needs of disabled students and implement an accessibility plan aimed at:

- (a) increasing the extent to which disabled students can participate in the curriculum;
- (b) improving the physical environment of schools to enable disabled students to take better advantage of education, benefits, facilities and services provided; and
- (c) improving the availability of accessible information to disabled students.

5.3 Derby Moor Community Sports College's leaders accept and welcome their responsibility to have due regard in decision-making and actions to the possible implications for students with particular protected characteristics. They will consider equality implications before and at the time that they develop policy and take decisions.

6. Responsibility

6.1 We believe that promoting equality is the whole school's responsibility.

6.2 How does Derby Moor Community Sports College eliminate discrimination and other conduct that is prohibited by the Act, advance equality of opportunity between people who share a protected characteristic and people who do not share it, and foster good relations between people who share a protected characteristic and people who do not share it?

Derby Moor Community Sports College does this by measures that include:

- (a) for students - implementation of policies on equal opportunities (including race and gender equality, special needs, behaviour and anti-bullying);
- (b) for staff - implementation of policies on equal opportunities, recruitment and selection, pay and anti-harassment policy;
- (c) PSHCE, SRE, RE and other elements within the curriculum that promote friendship and understanding about cultures and lifestyles;
- (d) employing specialist staff to support students with special needs or disabilities, and implementing Derby Moor Community Sports College's disability access plan;
- (e) monitoring of welfare, with intervention and support where required;
- (f) taking steps to meet the particular needs of students or staff that have a particular characteristic;
- (g) having a rolling programme for reviewing all of our school policies and the impact these have on equalities: an Equality Impact Assessment is completed as an appendix for each policy and reviewed by governors at the time of policy ratification.

School Community	Responsibility
Derby Moor Community Sports College	Involving and engaging the whole community in identifying and understanding equality barriers and in the setting of objectives to address these.
Principal	<p>As above including:</p> <p>Promoting key messages to staff, parents and students about equality and what is expected of them and can be expected from Derby Moor Community Sports College in carrying out its day to day duties.</p> <p>Ensure that staff have appropriate skills to deliver equality, including student awareness. Ensure that all staff are aware of their responsibility to record and report prejudice related incidents.</p>
Senior Leadership Team	<p>To support the Principal as above.</p> <p>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.</p>

School Community	Responsibility
Teaching Staff	<p>Help in delivering the right outcomes for students.</p> <p>Uphold the commitment made to students and parents/carers on how they can be expected to be treated.</p> <p>Design and deliver an inclusive curriculum</p> <p>Ensure that you are aware of your responsibility to record and report prejudice related incidents.</p>
Support Staff	<p>Support Derby Moor Community Sports College and the governing body in delivering a fair and equitable service to all stakeholders.</p> <p>Uphold the commitment made by the Principal on how students and parents/carers can be expected to be treated.</p> <p>Support colleagues within the Derby Moor Community Sports College community.</p> <p>Ensure that you are aware of your responsibility to record and report prejudice related incidents.</p>
Parents	<p>Take an active part in identifying barriers for Derby Moor Community Sports College's community and in informing the governing body of actions that can be taken to eradicate these.</p> <p>Take an active role in supporting and challenging the school to achieve the commitment given to Derby Moor Community Sports College's community in tackling inequality and achieving equality of opportunity for all.</p>
Students	<p>Supporting Derby Moor Community Sports College to achieve the commitment made to tackling inequality.</p> <p>Uphold the commitment made by the Principal on how students and parents/carers, staff and the wider community can be expected to be treated.</p>
Local Community Members	<p>Take an active part in identifying barriers for the Derby Moor Community Sports College community and in informing the governing body of actions that can be taken to eradicate these</p> <p>Take an active role in supporting and challenging the Derby Moor Community Sports College to achieve the commitment made to the community in tackling inequality and achieving equality of opportunity for all.</p>

7. Derby Moor Community Sports College's Equality Objectives

While aiming to improve continuously the implementation of equality related policies and procedures, and ensuring that due regard is taken always of the impact of actions and decisions on students and staff with particular characteristics, Derby Moor Community Sports College has established the following objectives for the period 2017-2021:

- (a) to raise attainment and provide targeted intervention to support the progress of, boys, those students eligible for the Pupil Premium, SEND students and those with high prior attainment.
- (b) to encourage girls to consider non-stereotyped career options.
- (c) as vacancies arise, develop the makeup of the governing body so that it reflects the diversity of our student population
- (d) ensure that students with individual needs are supported to make the same levels of progress as all other students
- (e) effective use of the Pupil Premium so that eligible students are supported to have the same curriculum access as other students
- (f) continued embedding of our value of community so that “all are valued and feel safe”
- (g) to train all members of staff and governors involved in recruitment on equal opportunities and non-discrimination

Appendix 1: Equality Impact Assessment Policy Checklist

Equality Impact Assessment of DMCS Policy						
Title of Policy	Equality Information and Objectives					
PART 1	Positive Impact – reducing inequalities					
<p>Statutory duty/equality legislation: Equality Impact Assessment undertaken or is satisfied.</p> <p><i>D = Disability, GA = Gender reassignment, P = Pregnancy & Maternity, R = Race, R/B = Religion or Belief, S = Sex, SO = Sexual Orientation, A = Age, M/CP = Marriage and Civil Partnerships</i></p>	<p>How is the policy likely to have a <u>significant positive impact</u> on equality by reducing inequalities that already exist? This policy sets out how we will tackle inequalities and promote equality and diversity. It will ensure action is taken to positively act in this area.</p> <p>Could the policy have a <u>significant negative impact</u> on equality in relation to each of the following groups or characteristics? No</p>					
Characteristics Indicate areas of likely impact ✓	Promote equal opportunities	Get rid of discrimination	Get rid of harassment	Promote good community relations	Promote positive attitudes	Promote/ protect human rights
D	✓	✓	✓	✓	✓	✓
GA	✓	✓	✓	✓	✓	✓
P	✓	✓	✓	✓	✓	✓
R	✓	✓	✓	✓	✓	✓
R/B	✓	✓	✓	✓	✓	✓
S	✓	✓	✓	✓	✓	✓
SO	✓	✓	✓	✓	✓	✓
A	✓	✓	✓	✓	✓	✓
M/CP	✓	✓	✓	✓	✓	✓
Equality Impact Assessment of DMCS Policy	Records					
Name of person responsible for policy	Mr G. Smith					
Date of EIA of Policy	June 2017					

A = Age, M/CP = Marriage and Civil Partnerships –applies in respect of employment framework policies

Equality Impact Assessment of DMCS Policy	Evidence
PART 2	
<p><i>Statutory duty/equality legislation: Equality Impact Assessment undertaken or is satisfied.</i></p> <p><i>D = Disability, GA = Gender reassignment, P = Pregnancy & Maternity, R = Race, R/B = Religion or Belief, S = Sex, SO = Sexual Orientation, A = Age, M/CP = Marriage and Civil Partnerships</i></p>	<p>What is the evidence for your answers above? (list any quantitative and qualitative)</p> <p>We complete a log of all incidents of bullying or discrimination which involve students and record outcomes of action taken. Patterns or recidivist activity are looked at and acted upon.</p> <p>HR keep a log of any reports of incidents and the actions and outcomes: these are reported to the Principal or Governors as needed.</p>

Equality Impact Assessment of DMCS Policy	Conclusion
PART 3	
Summary of findings	This policy is designed to promote quality; Equality Objectives will be reviewed annually

Equality Impact Assessment of DMCS Policy	Next steps		
PART 4			
Category	Actions	Target Date	Person responsible
Next Steps – Action Plan			
Practical changes required to reduce adverse impact	Equality Objectives will be reviewed annually by Principal and Governors	July 2018	Mr G. Smith
Monitoring and evaluation and Review (publish revised policy)	Review and ratification of policy by governors.	July 2017	Mr G. Smith