

# REDLAND GREEN SCHOOL

## REDLAND GREEN SCHOOL – EQUALITY PLAN (a summary)

### WHY DO WE HAVE A PLAN?

- We want each student, member of staff, parent and carer to be able to participate fully in all the opportunities offered by the school.
- We welcome and respect all identities, backgrounds and circumstances.
- We want to stop unfair discrimination – whether it takes the form of an incident or an approach.

### HOW DO WE SUPPORT EQUALITY FOR STUDENTS AND STAFF?

**Teaching and Learning** - We monitor students' achievements according to race, gender and disability and use other relevant information to provide additional support and set future targets. We use learning materials that challenge stereotyping; we promote positive values and celebrate diverse cultures. The school encourages discussion of equality issues, inclusive teaching methods and support from parents and carers.

**Admissions and Exclusions** - Our admissions procedure must not discriminate on any human difference. Exclusions must always be based on the school's Behaviour Policy which must not impact unfairly on any particular group.

**Staffing** - Staff are employed or promoted on merit but we try to reflect diversity where possible. Staff must have equal opportunities and should not experience harassment or discrimination at work.

**Examinations** - Redland Green School will make reasonable adjustments that follow the rules of the examination boards to meet the needs of an student with disability as defined by the Equality Act 2010 without affecting the integrity of the examination.

### WHAT DOES THE LAW SAY?

Every school must conform to the Race Relations (Amendment) Act (2000), the Disability Equality Duty (2005) and the Equality Act (2010). These are our main legal obligations:

Race	Disability	Gender/Sexuality	Community
We must eliminate racial discrimination, promote equality of opportunity and encourage good relations between different racial groups.	We must encourage participation in public life, promote equality of opportunity*, promote positive attitudes towards disabled people and eliminate discrimination against them.	We must promote equality between genders, eliminate discrimination on the grounds of sex, sexual orientation and gender reassignment.	We must promote good relations between people of different races, faiths/beliefs and socio-economic backgrounds.

\*Equality of opportunity means that some may need extra support to have a fair chance.

**The Equality Plan** will help us meet these obligations. We collected input from students, staff, governors, parents and carers to help construct this plan. We will assess how it is working every year and do a full review every three years.

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## WHO IS RESPONSIBLE FOR EQUALITY AT RGS?

**THE GOVERNORS are responsible for equality policy.** They put equal opportunities in place so that applicants for places or jobs at the school are not discriminated against. They ensure the school environment and communications are accessible and inclusive. They ensure that all children at the school are able to participate fully which may mean some need extra support. They will assess and review the Equality Plan.

**THE HEAD TEACHER has to put the Equality Plan into action.** The head ensures all staff and appointments panels know about the plan and apply it properly. The head promotes equality and respect when developing the curriculum. The head treats all incidents of discrimination and bullying seriously.

**STAFF have to apply the Equality Plan.** Staff must treat everyone fairly, use materials that give positive messages about difference and they must challenge prejudice. They must record and report incidents to a member of the leadership team.

## WHAT IS A DISCRIMINATORY INCIDENT?

Harassment because of someone's race, gender, disability, sexual orientation, other protected characteristic (e.g. religion) or other difference such as socio-economic status. It can include verbal or physical abuse, name calling, exclusion from groups and games, unwanted looks or comments, jokes and graffiti. What defines the incident as discriminatory is how the victim (or anyone else) experiences it. All students should know how to report an incident and all staff should know how to deal with an incident.

## HOW CAN I FIND OUT MORE ABOUT THE PLAN?

**The full version of the plan is published on the school website and paper copies are available.** It includes an Action Plan which details each equality target, the action to be taken, when it will be done and how we will know whether the action works. Details of specialist agencies that can help with equality issues or give support after an incident are also available.