

# Equality policy

## Felixstowe International College

<b>Approved by:</b>	Rebecca Mainprice	<b>Date:</b> 16/11/2023
<b>Last reviewed on:</b>	November 2022	
<b>Next review due by:</b>	November 2024	

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## 1. Aims

At Felixstowe International College we seek to ***ensure a personalised learning journey for every student, every day.***

In doing so we are:

- ***dedicated to learning***
- ***guided by Christian values***
- ***striving to offer individualised support***

Equality is about much more than simply narrowing gaps in examination performance. Equality allows for each student to be able to:

- foster personal aspirations
- maximise their opportunity
- nurture positive relationships and
- promote positive wellbeing

Our school aims to meet its obligations under the public sector equality duty by having due regard to the need to:

- 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

## 2. Legislation and guidance

This document meets the requirements for inclusion and equality under the following legislation:

set out in the [Special Educational Needs and Disability Code of Practice 2014](#) and [Equality Act 2010](#)

## 3. Roles and responsibilities

The governing board will:

- ensure that the equality information as set out in this statement are published and communicated throughout the school, including to staff, pupils and parents, and that they are reviewed and updated at least once every two years

The headteacher will:

- promote knowledge and understanding of the equality aims amongst staff and pupils
- Monitor the assistant principal in their role as mental health lead

Members of the Leadership and Extended Leadership Teams will:

- support the headteacher in promoting knowledge and understanding of the equality aims amongst staff and pupils
- support the headteacher in identifying any staff training needs, and deliver training as necessary
- ensure they are familiar with all relevant legislation and the contents of this document
- attend appropriate equality and diversity training. This will include relevant training for the designated mental health lead.
- liaise with relevant members of staff to discuss any issues and how these are being addressed

All school staff are expected to have regard to this document and to work to achieve the schools equality aims.

#### **4. Eliminating discrimination**

The school is aware of its obligations under the Equality Act 2010 and complies with non-discrimination provisions.

Where relevant, our policies include reference to the importance of avoiding discrimination and other prohibited conduct.

Staff and governors are regularly reminded of their responsibilities under the Equality Act, for example during meetings. Where this has been discussed during a meeting it is recorded in the meeting minutes.

The school's Professional Learning programme addresses Equality Act issues through relevant CPD activities.

## **5. Advancing equality of opportunity**

As set out in the DfE guidance on the Equality Act, the school aims to advance equality of opportunity by:

- removing or minimising disadvantages suffered by people which are connected to a particular characteristic
- taking steps to meet the particular needs of people who have a particular characteristic (for example, religious requirements)
- encouraging people who have a particular characteristic to participate fully in any activities (e.g. encouraging all pupils to be involved in the full range of school societies)

In fulfilling this aspect of the duty, the school will:

- analyse student progress and attainment data in relation to groups with different characteristics to determine strengths and areas for improvement, implement actions in response to support students' academic progress
- analyse student and parent feedback and implement actions to ensure the schools aims are met

## **6. Fostering good relations**

The school aims to foster good relations between those who share a protected characteristic and those who do not share it by:

- promoting tolerance, friendship and understanding of a range of religions and cultures through different aspects of our curriculum. This includes teaching in philosophy and ethics, PSHE and RSE education, assemblies, guest speakers but also across the curriculum.
- working with our local community. This includes inviting leaders of local faith groups to speak at assemblies, and organising school trips and activities based around the local community
- encouraging and implementing initiatives via our school council
- offering a variety of methods for student voice via our school council, grumbles book, worry box, pastoral and academic tutorials, independent listener
- Raising awareness of how students can seek help from external counselling services such as level 2 for face to face mentoring support and 'It's ok' online for online support

## **7. Equality considerations in decision-making**

The school ensures it has due regard to equality considerations whenever significant decisions are made.

The school always considers the impact of significant decisions on particular groups.

For example, when a school trip or activity is being planned, the school considers whether the trip:

- cuts across any religious holidays
- is accessible to pupils with disabilities
- has equivalent facilities for boys and girls

## **8. Links to other policies**

This policy links to the following policies and procedures:

- Teaching and Assessment policy
- SMSC/RSE policy
- SEN policy