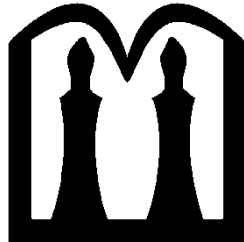


**BEIS YAAKOV
JEWISH HIGH SCHOOL ACADEMY**



בית ספר לבנות בית יעקב

EQUALITY STATEMENT & OBJECTIVES

Date of Approval _____

Date of Next Review: _____

Term of Review Every 4 years (publish annually on website)

Committee: C & R

Prepared By:

Signed:

(Chairman)

THE EQUALITY DUTY

The Equality Act, which came into force in October 2010, replaced the previous anti-discrimination laws with a single act. A key measure in the Act is the public sector Equality Duty which ensures that all public bodies, such as Beis Yaakov Jewish Girls High School Academy, play their part in making society fairer by tackling discrimination and providing equality of opportunity for all. The Equality Duty supports good decision making – it encourages us to understand how different people will be affected by our activities so that policies and services are appropriate and accessible to all and meet different people's needs. The Equality Duty covers the following protected characteristics:

- Age
- Disability
- Race (including ethnic or national origins, colour or nationality)
- Sex
- Sexual orientation
- Gender re-assignment
- Pregnancy and maternity
- Religion or belief

The Equality Duty requires us to have due regard for the need to

- Eliminate unlawful discrimination, harassment, victimization and any other conduct prohibited by the Act
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it
- Foster good relations between people who share a protected characteristic and people who do not share it

The Equality Duty requires us to

- Publish information to show compliance with the Equality Duty at least annually
- Set and publish specific equality objectives at least every four years

PRINCIPLES

All members of the Beis Yaakov learning community have a responsibility to seek to ensure that the academy is free from discrimination of any kind.

Issues of equality should be part of the education of all learners and at the heart of every activity. In this way we can work towards mutual respect and understanding in an increasingly interdependent world.

Our Equality Policies are designed to help us positively promote each other's individual rights and our responsibilities towards others.

PURPOSES

- Actively to promote equality in all areas of academy life.
- To ensure that all students are given the best education regardless of ability, race, culture and disability, religion or sexual orientation.
- To ensure that members of the academy community know their rights, and respect the rights of others.
- To aim to ensure that prejudice or discrimination in all its forms is actively rejected.
- To raise awareness of equality issues for all members of the academy community, and through our links with the local community.
- To establish strategies to enable each individual to fulfill his/her potential
- To ensure equality of access to the curriculum.
- To ensure that all aspects of running the academy are based on the principles of equality of opportunity.
- To endeavor to make sure that this policy is used consistently by all members of the academy community.

PRACTICES

Responsibilities for Equality

- The Principal will co-ordinate the policy.
- Each member of staff should be aware of their responsibilities within the policy.
- A named member of the Governing Body should undertake a monitoring role with respect to the policy.

Communication

- The policy will be communicated through the following mechanisms:
 - Academy website
 - Staff briefings
 - The staff intranet

- All staff, students and governors must be familiar with the policy and act in accordance with it.
- Parents/carers will be made aware of the policy and its implications.

Ethos of the Academy

- Visitors and those who telephone or write to the academy are made to feel welcome.
- Positive links with the community are encouraged.
- Displays around the academy reflect positive images and the diversity of the community.
- Rules, rewards and sanctions are applied equally to all students.
- Appropriate attitudes, language and behaviour are actively promoted among both students and staff.
- Procedures for dealing promptly with incidents of bullying, sexual, racial and disability discrimination are in place.
- Academy publications are produced with regard to Equality.
- Planned opportunities for students to develop a practical understanding of appropriate social relationships and the rights and responsibilities of individuals will be included in the curriculum.

Access

(With due reference to the resources available):-

- The learning environment should not prejudice any individual or group
- The learning environment should be designed to ensure that all students and groups can access the range of classroom activities.
- Curriculum grouping will be decided by HoFs with reference to the academy's Curriculum Policy and the needs of the students and in consultation with the Academy SENDCO
- Teachers will teach and promote equality.

Spiritual, Moral and Cultural Needs

- The academy ensures that all students have the opportunity to participate in collective worship
- Collective worship is well planned and encourages students to explore questions about meaning and purpose, values and beliefs and the faith of members of the community.

Curriculum (see Curriculum Policy)

- All students will have full access to the full range of the curriculum wherever possible.
- Equality issues will be addressed directly and consistently in the taught curriculum and indirectly in the hidden curriculum.
- Equality will be taken into account in all curriculum planning and regularly reviewed at least annually.
- Ethnic minorities within the academy are taken into account in all aspects of curriculum planning and whole academy activities.

Resources

- Resources should be free from bias wherever possible and regularly reviewed to ensure that they are appropriate and effective.

Staffing (see relevant staffing policies)

- The Staff Appointments Policy embodies the principles of equality in the light of new 'deterred applicant' provisions.
- All staff are included in staff development and funding support opportunities
- The appraisal process reflects the principles of Equality.

Monitoring and Review

- A log of all reported breaches of the Equality Policy will be kept.

- Contracts of employment will be reviewed regularly to ensure compliance.
- The equality statement & objectives will be reviewed annually to make sure that all protected characteristics are appropriately covered. Changes should be reflected in the academy strategic planning.
- The Principal will monitor the operation of policies and provisions annually in the following areas:
 - Policy, Leadership and Management
 - Curriculum, Teaching & Assessment
 - Admission, Attendance, Discipline & Exclusion
 - Students -Personal Development, Attainment & Progress
 - Attitudes & Environment
 - Parents, Governors & Community Partnership
 - Staffing –Recruitment
 - Training & Professional Development

Areas which need further attention will be highlighted and will be integrated into review cycles such as performance management, school improvement, target setting and CPD

Incidents

- Strategies are in place and communicated to all staff for dealing with breaches of the Equality Policy, and racist incidents will be recorded on the Racist Incident log.
- Breaches of the Equality Policy should be reported using the Incidents Log and these will be treated as disciplinary issues.
- The senior manager in charge of Equality will monitor the incident log.

Policies

- All academy policies should be constructed with regard to the issues of Equality

The Academy has in place the following documents providing evidence of compliance with the Equality Duty:

- Equal Opportunities Policy (students)
- Disability Statement
- SEND Policy

- Curriculum Policy
- Anti-Bullying Policy
- Behaviour Policy
- Sex & Relationship Education Policy
- Staff Equality & Diversity Policy
- Staff Appointments Policy
- Staff Appraisal Policy
- Staff Pay Policy
- Staff Disciplinary Procedures

Objectives

| Objective | Deadline | Lead |
|--|----------|--------------------------------------|
| 1. Review academy documentation to ensure compliance | | |
| Prospectus | | |
| Website | | |
| All Internal Forms | | |
| Schemes of Work / handouts | | Senior manager in charge of equality |
| All other publications | | |
| | | |
| 2. Bring forward Governor review of policies to next annual review date | | |
| Equality Statement & Objectives | | |
| Staff Appointments Policy | | |
| Staff Pay Policy | | |
| Staff Disciplinary Procedures | | |
| Staff Appraisal Policy | | |
| Disability Access & Statement | | |
| SEND policy | | |
| Curriculum Policy | | |
| Anti-Bullying Policy | | |
| Behaviour Policy | | |
| Sex Education Policy | | |
| | | |
| 3. Create new policies | | |
| Students Equality Policy | | |