



PHOENIX FEDERATION EQUALITIES POLICY

Our Vision and Values

We are committed to providing the best education for all our pupils in a safe, secure and stimulating environment which fosters academic excellence and creativity. We want our pupils to develop qualities of being happy, confident and self-assured young people with strong values and principles with the skills to live happy productive lives. We are committed to ensuring equality of opportunity for staff, pupils and all those receiving services from the Federation, irrespective of race, disability, gender, religion/belief, age or sexual orientation and to the promotion of community cohesion.

At the Phoenix Federation we believe that diversity is strength. Every member of our Federation community should feel safe, secure, valued and of equal worth. We believe that equality is a key principle for treating all people the same irrespective of their gender, ethnicity, disability, religious beliefs/faiths tradition, sexual orientation, age or any other characteristics. Ensuring equality should permeate all aspects of Federation life and is the responsibility of every member of the Federation and the wider community.

This policy outlines the commitment of staff and governors to promote equality.

Legal Duties of the Equalities Act 2010

As a Federation, we welcome our duties under this Act to:-

- eliminate unlawful discrimination for pupils; staff and other members of the Federation's communities
- actively advance equality of opportunity for the Federation community
- foster positive relationships between those who share protected characteristics and those who do not

Protected characteristics under the Act:-

- Age
- Disability
- Race/ethnicity
- Sex/gender
- Gender re-assignment
- Maternity and pregnancy
- Religion and belief
- Sexual orientation
- Marriage & civil partnerships



In fulfilling our legal obligations we will:-

- recognise and respect diversity
- foster positive attitudes and relationships, and a shared sense of belonging
- observe good equalities practice, including staff recruitment, retention and development
- aim to reduce and remove existing inequalities and barriers
- consult and involve widely
- strive to ensure that society will benefit

Addressing Prejudice Related Incidents

This Federation is opposed to all forms of prejudice and we recognise that children and young people who experience any form of prejudice or discrimination may fare less well in the education system than those that do not. We provide both our pupils and staff with an awareness of the impact of prejudice in order to prevent any incidents. If incidents still occur we address them immediately and report them to Governors and the Local Authority using their guidance material. The Local Authority may provide some support.

Monitoring and review

The staff members responsible for co-ordinating the monitoring and evaluation of the Equalities Policy are the Heads of School. They are responsible for:-

- providing updates on equalities legislation and the Federation's responsibilities in this regard
- working closely with the governing body
- supporting positively the evaluation activities that monitor the impact and success of the policy from different groups, e.g. Special Educational Needs, Looked After Children, Ethnic Minorities including the travelling community and English as Additional Language pupils and Pupil Premium pupils in the following recommended areas:-
 1. pupil progress and attainment
 2. learning and teaching
 3. behaviour, discipline and exclusions
 4. attendance
 5. admissions
 6. incidents of prejudice related bullying and all forms of bullying
 7. parental involvement
 8. participation in extra-curricular and extended Federation activities
 9. staff recruitment and retention
 10. visit and visitors



It is the responsibility of the Federation Governing Body to monitor the effectiveness of this policy. Governors have delegated responsibility to the Learning and Teaching and Resources Committee.

Governors on the Learning and Teaching Committee will:-

- ensure that there are systems in place which enable all pupils to have equal access to the curriculum and the opportunity for pupils to make progress, and that the governing body does not discriminate unlawfully against pupils on the grounds of sex, race or disability
- monitor the achievement and attainment of all individuals and groups
- monitor the progress and attainment made by individuals and groups against national expectations
- monitor the implementation and impact of the Federation's Learning and Teaching Policy

Governors on Resources Committee will

- ensure that the Federation does not discriminate unlawfully against staff or job applicants on grounds of race, sex, disability and marital status in all areas of employment, e.g. recruitment and selection, conditions of employment, benefits (including promotion and training), discipline, grievances and capability and dismissal procedures; that the governing body follows employment law and acts within the Federation's own policy of equal opportunities
- ensure that Federation policies and practices contribute to support staff welfare, health and safety
- keep under review the profile of the workforce, ensuring that statistical data is available on race, gender, disability, age and other factors such as absence rates
- together with the Executive Headteacher and Leadership Group agree the constitution of the Federation Senior Leadership Team

The Committees will report annually to the Full Governing Body.

Policy Commitments

Promoting Equality: Curriculum

We aim to provide opportunities for all our pupils to succeed. To achieve this we will ensure:

- curriculum planning reflects a commitment to equality of opportunities for all
- the curriculum prepares pupils for life in a diverse society and gives children a range of opportunities to reflect the background and experiences of pupils and families in the Federation



- the curriculum provides opportunities to explore concepts and issues on identity and equality
- the promotion of attitudes and values that celebrate and respect diversity and challenge discriminatory behaviour and language wherever it occurs
- images and materials used positively reflects a range of cultures, identities and lifestyles

Promoting Equality: Achievement

We have consistently high expectations of all pupils regardless of age, gender, ethnicity, ability, social background and sexual orientation. To secure the best possible outcome for children we recognise that:-

- adults in the Federation must provide good models to support their learning, including positive role models in their approach to all issues relating to equality of opportunity
- it is essential to identify the barriers to good progress for particular individuals and groups and to use targeted interventions in order to close gaps in achievement
- a range of learning and teaching methods is used throughout the Federation to ensure effective learning at all stages for all pupils
- All pupils are actively encouraged to take charge of their own learning and apply themselves independently and collaboratively

Promoting Equality: The ethos and culture of the Federation

At the Phoenix Federation we have an ambitious vision for the Federation and set high expectations for pupil and teacher can achievements. To achieve this, all who are involved in the leadership of the Federation community should be instrumental in demonstrating mutual respect towards all. We aim to ensure:-

- a culture of openness and tolerance, friendliness and respect that will welcome all into the Federation
- reasonable adjustments made to ensure fair access for pupils, staff and visitors (including parents) with disabilities (this does not only includes physical access, but also takes account of the wider access to Federation information and activities)
- staff have high expectations of what pupils can do and achieve, provision will be made to cater for the cultural, moral and spiritual needs of all pupils through planning of assemblies, classroom based and off-site activities
- pupils will be encouraged to participate fully in all aspects of Federation life; pupil's views are actively encouraged and respected. Pupils are given a voice, for example, the School Advocates, pupil views surveys, one-to-one consultations, and the regular opportunities to engage with pupils about their learning and the life of the Federation (the Chair and Vice Chair of School Advocates attend Governors meetings)
- every pupil will have access to a well-balanced and broad curriculum which supports



- diversity
- children's work will be thoughtfully presented and monitored to ensure it reflects high expectations and displays in classrooms and learning areas will reflect diversity across all aspects of equality
 - positive role models are used throughout the Federation to ensure that different groups of pupils feel welcome and included
 - rigorous assessment methods will ensure pupils meet and/or exceed age related expectations
 - parents will be closely involved with Federation life as a whole as with the learning development of their own children
 - parents and staff will work together for the benefit of the pupils and the wider community

Promoting Equality: Staff Recruitment and Professional Development

- all posts are advertised
- posts are advertised to reach the widest pool of applicants possible; people from under-represented groups are encouraged to apply for positions at all levels
- all those involved in recruitment and selection are aware of what they should do to avoid discrimination to ensure equality of opportunity
- equalities policy and practice is covered in all staff inductions
- employment policy and procedures are reviewed regularly to check conformity with legislation and the impact of policies are kept under annual review (governors meetings)

Promoting Equality: Countering and Challenging Harassment and Bullying

- the Federation has clear, agreed procedures for dealing with prejudice related bullying incidents
- all staff have responsibility for recording any such incidents; there is a nominated member of staff responsible for monitoring and the reporting of incidents
- the Federation takes seriously and challenges all types of discriminatory behaviour and this is made clear to staff, pupils, parents and governors
- the Federation reports to Governors and the Local Authority on a termly basis the number of prejudice related incidents recorded in the Federation.

Promoting Equality: Partnership with Parents/Carers and the Wider Community

At the Phoenix Federation we aim to work in partnership with parents/carers and members of the wider community. We:-

- take action to include parents with Federation life as a whole as with the learning development of their own children



- maintain good channels of communication, e.g. general and class coffee mornings, newsletters, bi-annual survey to capture the views of parents
- implement planned induction to the Federation for all new entrants to ensure newly arrived pupils and staff are made to feel welcome

Responsibility for the Policy

At Phoenix Federation, all members of the Federation community have a responsibility for promoting equalities.

The Governing Body has responsibility for:

- involving and engaging the whole Federation community in identifying and understanding equality barriers and in the setting of objectives to address these
- publishing equality objectives
- ensuring that actions, procedures and strategies related to the policy and plans are implemented
- monitoring progress towards achieving equality objectives
- ensuring the Federation's Equalities Policy is maintained and updated regularly; that those policies within which equalities should be addressed must be clearly identifiable i.e. the Federation's School Development Plans and the Federation's Accessibility Plan
- ensuring that the designated Inclusion Governor has an overview of all incidents which are in breach of the policy and ensures that appropriate action is taken to these incidents

The Executive Headteacher, Heads of Federation and Leadership Teams

The Executive Headteacher, Heads of Federation and the Leadership teams have responsibility for:-

- working in partnership with the Governing Body, providing leadership and vision in respect of equality
- promoting key messages to staff, parents and pupils about equality and what is expected of them and can be expected from the Federation in carrying out its day to day duties
- overseeing the implementation of the equality policy and schemes
- co-ordinating the activities related to the equality policy and evaluating impact
- ensuring all who enter the Federation are aware of, and comply with, the Equalities Policy
- ensuring that all staff are aware of their responsibilities and receive appropriate training and support to meet the need of delivering equality, including pupil awareness
- ensure that all staff are aware of their responsibility to record and report prejudice related incidents



Leadership Team

- 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

Teaching Staff

- strive to deliver the right outcomes for pupils
- uphold the commitment made to pupils and parents/carers on how they can be expected to be treated
- design and deliver an inclusive curriculum
- ensure that they are aware of their responsibility to record and report prejudice related incidents

Non-Teaching Staff

- support the Federation and the Governing Body in delivering a fair and equitable service to all stakeholders
- uphold the commitment made by the Federation on how pupils and parents/carers can be expected to be treated
- support colleagues within the Federation community
- ensure that they are aware of their responsibility to record and report prejudice related incidents

Parents

- take an active part in identifying barriers for the Federation community and in informing the Governing Body of actions that can be taken to eradicate these
- take an active role in supporting and challenging the Federation to achieve the commitment given to the Federation community in tackling inequality and achieving equality of opportunity for all

Pupils

- support the Federation to achieve the commitment made to tackling inequality
- uphold the commitment made by the Federation on how pupils and parents/carers, staff and the wider Federation community can be expected to be treated



Local Community Members

- take an active part in identifying barriers for the Federation community and in informing the Governing Body of actions that can be taken to eradicate these
- take an active role in supporting and challenging the Federation to achieve the commitment made to the Federation community in tackling inequality and achieving equality of opportunity for all

All Federation Staff

All Federation staff has responsibility for:

- the implementation of the Federation's equalities policy
- dealing with incidents of discrimination and knowing how to identify and challenge bias and stereotyping
- ensuring they do not discriminate on grounds of ethnicity and culture, disability, sexual orientation or other groups vulnerable to discrimination
- keeping up to date with equalities legislation

Impact Assessment

All Federation policies are equality impact assessed and issues arising will be carried forward into the equality action plan. A full report of outcomes will be made available to the governors each term.

Religious Observance

The Federation respects the religious beliefs and practices of all staff, pupils and parents, and comply with reasonable requests relating to religious observance and practice.

Breaches of the Policy

Breaches of this policy will be dealt with in the same ways that breaches of other Federation policies are dealt with, as determined by the Executive Headteacher and Federation Governing Body.

Monitoring and Evaluation

The Federation will collect, study and use quantitative and qualitative data relating to the implementation of this policy, and make adjustments as appropriate.

In particular we collect, analyse and use data in relation to achievement, broken down as appropriate according to disabilities and special educational needs; ethnicity, and gender.



Commitment to review

The Federation equality scheme will be aligned with the Federation School Development Plans. Its implementation will be monitored within the Federation's self-evaluation procedures and other review processes as well as being updated at least annually. Following this regular impact assessment, the whole equality scheme will be reviewed at least every three years.

Commitment to publish

We are committed to sharing information about our equality scheme as broadly as appropriate. To this end, we will publish a summary annual document consisting of impact assessment results, progress made, refinements, amendments and new actions. We will also publish the results of a full scheme review every three years – in which we will make proposals for future action.

Date approved by the Governing Body: March 2015

Date to be reviewed by the Governing Body: March 2018