



**West Kirby**  
Grammar School

## **Equality Policy**

<b>Administration Use:</b>	
<b>Statutory/Non-Statutory:</b>	Statutory
<b>Website:</b>	Yes
<b>GB Committee:</b>	Behaviour, Attitude and Personal Development
<b>Review:</b>	Annually
<b>Date Reviewed by Committee:</b>	9 February 2022
<b>Next Review Date:</b>	Spring 2023

## **RATIONALE**

This Equality Policy brings together the School's approach for promoting equality in our policies and procedures and, most importantly in our day-to-day practices and interactions with the whole School community.

Our Policy includes our whole School – students, staff, governors, parents and carers and all those within our extended School community.

Putting this policy into action is essential to demonstrate our commitment to the Equality Agenda as set out in The Equality Act 2010. The Equality Act 2010 introduced a Public Sector Equality Duty on public bodies including schools, that extends to all protected characteristics. These are:

- Race (including nationality; ethnic or national origin)
- Disability
- Sex
- Age
- Religion or belief
- Sexual orientation
- Maternity and pregnancy
- Marriage and civil partnership
- Gender (including gender reassignment)

**As a School, we are committed to the aims of this Act and will continue to use School policies and practices to ensure that we:**

1. Eliminate discrimination and other conduct prohibited by the Act.
2. Advance equality of opportunity between people who share a protected characteristic and people who do not share it.
3. Foster good relations across all characteristics - between people who share a characteristic and people who do not share it.

In addition, we are committed to meeting our Specific Duties. The Specific Duties will require us to publish information demonstrating how we are meeting the aims of the general duty, and to prepare and publish Equality Objectives.

We acknowledge that it is important for all stakeholders to work together to achieve our aim of being fully inclusive and accessible, in order to provide a quality learning experience for all our students.

We will continue to meet our statutory duties by reporting annually to the Full Governing Body. This Policy will be reviewed by our Full Governing Body and will cover activity undertaken in relation to our published equality objectives.

## **OUR SCHOOL VALUES AND VISIONS**

West Kirby Grammar School is committed to promoting equality for all.

At WKGS, we recognise the differences, values and beliefs of each individual yet acknowledge the responsibility that we all have to treat everyone with respect and courtesy, so that we all feel happy and safe in our School. WKGS is committed to enhancing the quality of opportunity and providing an innovative place to learn and grow into active, global citizens.

At WKGS, we know that equality is not simply about protecting the potentially vulnerable. We believe that the holding of prejudicial views may disadvantage all students. The School will seek to promote good relationships between all groups, and positive attitudes towards disabled people, people from different ethnic or cultural groups or faith backgrounds and people of different gender or sexual orientation.

## **MEETING OUR DUTIES**

The equality information and objectives as set out in this policy will be published throughout the School, including to staff, pupils and parents, and it will be reviewed and updated at least once every four years.

The School has a public sector duty towards all stakeholders who possess protected characteristics. This includes students, staff, governors, parents, carers and other community users of the school facilities.

As a school, we have a duty to use our work with students and their families to:

1. Eliminate discrimination and other prohibited conduct such as harassment.
2. Advance equality of opportunity between people who share a protected characteristic and people who do not share it.
3. Foster good relations across all characteristics - between people who share a characteristic and people who do not share it.

We have a duty to promote disability equality to all disabled people where disability is defined as “physical or mental impairment which has a substantial and long-term adverse effect on that person’s ability to carry out normal day to day activities”. This means that WKGS will have due regard to:

- Promote equality of opportunity between disabled people and other people.
- Eliminate unlawful discrimination.
- Eliminate disability & related harassment.
- Promote positive attitudes towards disabled people.
- Encourage participation by disabled people in public life.
- Take steps to take account of disabled peoples’ disabilities, even where that involves treating disabled people more favourably than other people.

## **ACCESSIBILITY**

There is specific disability legislation in relation to disabled students and accessibility, which means we will plan strategically over time to:

- Increase access to the curriculum.
- Make reasonable improvements to the physical environment of the school to increase access.
- Make written information accessible to students in a range of different ways.

Schools are expected to make reasonable adjustments to ensure that disabled students are not at a disadvantage when it comes to physical access and access to the curriculum/services of the school. What is reasonable will be influenced by issues of cost and practicality. However, there is an expectation that we will try to ensure that disabled students can play as full a part as possible in school life and the reasonable adjustment will support this.

## **MEETING OUR DUTIES**

WKGS intends to meet these public sector duties by:

- Making the delivery of a strong and effective personal development curriculum a priority within School.

- Ensuring that the Equality Agenda is high profile, for example through assemblies, collapsed curriculum days, external trips and visits and guests to the school.
- Ensuring that within the curriculum there are opportunities to celebrate equality and diversity and to engage students about the multicultural, changing world in which they live.
- Involving all stakeholders in reviewing our work on equality such that it is driven from within. This will include the School Student Council as well as staff and parents.
- Encouraging our students to be active citizens who take positive action to understand and improve the lives of others.
- Ensuring that we are fully compliant in relation to equality legislation, including recruitment and accessibility laws.
- Working fully and co-operatively with all external agencies where this will support the learning and progress of our students and/or allow us to make a fuller contribution to the equality agenda.
- Maintaining clear and transparent behaviour and anti-bullying policies that show robust handling of all equality related bullying and unacceptable behaviour.
- Maintaining provision for pupils to take time off for religious observations and excusing pupils from assembly if they or their parents feel that it conflicts with their own faith.

#### **MONITORING THE IMPACT OF EQUALITY SCHEME COLLECTING AND ANALYSING EQUALITY INFORMATION FOR STUDENTS AT WKGS**

We collect and analyse the following equality information for our students:

- Attainment / achievement levels
- Attendance levels
- Behaviour points
- Exclusions
- Attendance at school activities/extra-curricular activities (e.g. school trips)
- Complaints of bullying and harassment
- Participation in the School Council
- Choice of options selected
- Qualitative views on issues such as behaviour and safety in school

#### **COLLECTING AND ANALYSING EQUALITY INFORMATION FOR EMPLOYMENT AND GOVERNANCE AT WKGS**

We collect and analyse the following profile information for our staff and governors:

- Applicants for employment
- Staff profiles
- Governing body profiles
- Attendance at staff training events
- Disciplinary and grievance cases
- Staff Performance Management

WKGS aims to eliminate discrimination and promote equal opportunities within the School. It promotes the establishment and use of consistent criteria for recruitment and selection, conditions of service, redundancy and dismissal.

## **OTHER SCHOOL POLICIES**

We have used our existing school policies to inform our Equality Policy and Objectives. These include (not exclusively):

- Accessibility Plan
- Admissions Policy
- Attendance Policy
- Behaviour & Discipline Policy
- Medical Needs Policy
- School Development Plan
- SEND Policy
- Transgender Policy
- Whistleblowing Policy

## **COMMISSIONING AND PROCUREMENT**

WKGS is required by law to make sure that when we buy services from another organisation to help us provide our services, that organisation will comply with equality legislation. This will be a significant factor in selection during any tenure.

If you would like this information in an alternative format that would better suit your needs e.g. easy to read, large print, braille, audio tape or if you would like the Scheme to be explained to you in your language, please contact Mrs S. Owen via [office@wkg.net](mailto:office@wkg.net) or by telephone on 0151 632 3449.

## **LEGISLATIVE POWERS AT THE TIME OF APPROVAL**

- The Equality Act 2010
- The Equality Act 2010 (Specific Duties)

## **RELEVANT GOVERNMENT GUIDANCE AT THE TIME OF APPROVAL**

- The Equality Act 2010 and schools' departmental advice for school leaders, school staff, governing bodies and local authorities (May 2014) (updated 28 June 2018)
- Supporting students at school with medical conditions statutory guidance for governing bodies of maintained schools and proprietors of academies in England (December 2015) (updated 16 August 2017)
- Data pack Improving permanence for looked after children (September 2013)
- Equality Objectives (September 2014)

## **Equality Objectives 2021-2022**

1. To promote tolerance and inclusivity across the whole School community.
2. To promote outstanding attainment and achievement across all groups of students including Pupil Premium and SEND, ensuring that any gap between them and their peers is closed.
3. To ensure that equality and inclusivity are taught in all year groups through the personal development programme.
4. To develop further strategies to support all members of the School community with mental health and wellbeing.

