



# Equality Policy

**Review cycle:** Annually

**Approval level:** Governing body

**Tier:** 1

**Staff responsible for review:** Deputy Headteacher (data/finance)

**Approved:** 7.12.22

**Date of next review:** Dec 2023

## **Introduction**

This policy describes the way in which Todmorden High School will meet the requirements of the Equality Act 2010. This Act replaced all previous equality legislation such as the Race Relations Act, the Disability Discrimination Act and the Sex Discrimination Act. The policy will be applied to all staff and learners, as well as any volunteers working in the school. This policy was reviewed after consultation of "The Equality Act 2010 and schools' departmental advice for school leaders, school staff, governing bodies and local authorities" (May 2014).

## **Access**

Employees, learners and volunteers are made aware of the existence of this policy and where it can be accessed. This policy and the Equality Objectives contained herein, will be reviewed annually.

## **Policy Statement**

Todmorden High School will adhere to the requirements of the Equality Act 2010 by proactively promoting equality and taking reasonable actions to avoid discriminating against learners, staff, volunteers or anyone involved in external agencies that the organisation may be working with on the grounds of the following protected characteristics: Sex, race, disability, religion or belief, sexual orientation, gender re-assignment, those who identify with a different gender or with no gender or, marriage & civil partnership.

In addition, the school would like to extend the scope of this policy to the following;

- Pregnant females or new mothers.
- Students due to the behaviour of their parents and/or siblings.

## **Equality Objectives**

Todmorden High School will agree and publish Equality Objectives every four years. These will be agreed by the Leadership Team of the school and ratified by the Governing body. These objectives will be structured to allow the impact of the action taken by the school to promote equality and avoid discrimination on the grounds of any of the protected characteristics listed above.

## **Recruitment and Selection**

When recruiting staff, questions relating to protected characteristics or health related questions will not be asked until after a job offer is made and then only if it is necessary for the role.

## **Positive Action**

Todmorden High School may decide to use the 'Positive Action' clause of the Equality Act 2010, which allows for the setting up of courses specifically for a certain group. (Previously, this could have been considered discriminatory).

### **Expectations of staff, visitors and students**

It is expected that every person in the organisation will make a positive contribution to this policy, namely:

- All staff whether paid or voluntary.
- All visitors to Todmorden High School.
- All students at Todmorden High School.

In addition, Todmorden High School will:

- Ensure that the services it provides are accessible to all and endeavour to positively encourage and benefit people from disadvantaged groups
- Provide facilities to enable people with disabilities to access the school building, curriculum and communications from school.
- Monitor any issues that arise within the organisation and take appropriate action, fully supporting any person in the organisation who is faced with prejudice or discrimination
- Undertake an annual evaluation process to ensure that the policy is clear, in keeping with current legislation and being adhered to
- Treat seriously any breaches of the policy, regarding them as misconduct which may lead to disciplinary proceedings.
- Work with individuals and families where there is gender re-assignment, gender identification different from birth gender or no gender identification to enable access to the full range of opportunities and facilities at THS. In doing so the rights of all individuals will be considered.

### **Complaint Procedure**

Any person who experiences, witnesses or is reasonably led to believe that this Equal Opportunities Policy has not been respected, should immediately raise their concerns following the process outlined in the school's 'Complaints Policy'.

- <https://www.gov.uk/guidance/equality-act-2010-guidance>
- <https://www.equalityhumanrights.com/en/equality-act-2010/what-equality-act>
- [https://www.gov.uk/government/uploads/system/uploads/attachment\\_data/file/315587/Equality\\_Act\\_Advice\\_Final.pdf](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/315587/Equality_Act_Advice_Final.pdf)