

DOWDALES SCHOOL

EQUALITY PLAN

NOVEMBER 2007

EQUALITY PLAN

Our Vision

Dowdales values the diversity of individual talents and creative potential that every pupil and employee can bring to our school. We recognise that we have the duty to ensure that everyone who enters the school site has a right to be treated in a fair and equitable way, be they pupils, parents, carers, staff or visitors.

- To achieve this we pledge to respect equal human rights of all our pupils and to educate them about equality.
- We shall also respect the equal rights of our staff and other members of the community.
- In particular we will comply with relevant legislation and frame and implement school policies and plans in relation to race and religious equality, disability equality and gender equality.
- Our plan is founded on
 - The Equality Act 2006
 - School's Race Equality Policies DFES Dec. 2004
 - The Disability Discrimination Plan 1993
 - The Disability Equality Duty 2005
 - Sex Discrimination Act 1975, as amended
 - Sex Discrimination (Gender Reassignment) Regulations 1999
 - Race Relations Act 1976, as amended
 - Race Relations (Amendment) Act 2000
 - Disability Discrimination Act 1995, as amended
 - Special Educational Needs and Disability Act 2001
 - Disability Discrimination Act 2005
 - Employment Equality (Sexual Orientation) Regulations 2003, as amended
 - Employment Equality (Religion or Belief) Regulations 2003, as amended
 - Equality Act 2006
 - Employment Equality (Age) Regulations 2006.

Responsibilities

The Governors are responsible for:

- Making sure the school complies with relevant equality legislation and for ensuring that the school's Equality Plan and its procedures are followed.

The Headteacher is responsible for:

- Making sure our Equality Plan is available and that the governors, staff, pupils and their parents are aware of the content.

- Ensuring that all staff know their responsibilities and receive training and support in carrying these out.
- Taking appropriate action in cases of harassment and discrimination, including racist and homophobic bullying and bullying related to gender or disability.
- Ensuring that all staff are made based on ability and aptitude only.

All staff are responsible for:

- Dealing with and reporting racist, homophobic and other hate incidents.
- Being able to recognise and tackle bias and stereotyping.
- Promoting equal opportunities and good race relations.
- Avoiding discrimination against anyone for reasons of ethnicity, disability, gender or sexual orientation.
- Keeping up to date with law on discrimination.
- Taking up training and learning opportunities.
- Providing a curriculum that reflects the rich and diverse society that we live in.

The Pastoral Team are responsible for:

- Dealing with reports of discrimination where pupils are alleged to be the perpetrators.
- Keeping records of such incidents to report back to the Headteacher and Governors annually.

The Headteacher is responsible for:

- Dealing with reports of discrimination where staff are alleged to be the perpetrators.

Promoting Equality

- Dowdales has a race equality policy identifying action to be taken to tackle discrimination and promote equality and good race relations across school activity.
- Dowdales recognises its duty to provide a disability equality scheme which incorporates our current SEN policy and disability access policy.
- Dowdales has an Equal Opportunities Policy that reflects the schools commitment to ensuring equality of provision and opportunity for male and female members of the school community.
- Dowdales adheres to the County Council's policies for the appointment of staff.

Monitoring Equality

We will:

- Assess and monitor the impact of our race equality policies and action plans, in particular the attainment levels of pupils from different groups publishing these to all relevant groups.
- Record racist incidents and report them to the local authority on a regular basis as well as reporting this information to Governors annually.
- Record and report on the disability equality objectives annually to the Governors. This will incorporate access objectives as well as attainment of disabled pupils and their other achievements and outcomes.
- We will outline how the school fulfils its general and specific duties in relation to gender equality. Objectives are set out in our Equality of Opportunities Policy. This will be revised and reviewed every three years and progress will be reported every year.

Action Planning

- Through the school's improvement cycle we will annually review the school's position regarding equality and diversity.
- The school's SIP and DIPs will detail action and the objectives we will take annually to promote equality, tackle any issues arising and monitor outcomes.

Appendices to the Equality Plan

- Policy for Assessment
- Policy for Grouping of Pupils
- Policy for SEN
- Accessibility Plan
- Policy for Equality Opportunities and Policy for Maintenance of Race Equality
- Policy for the Appointment of Staff
- Policy for Maintaining Standards
- Admissions Policy
- Rights and Responsibilities Procedures
- Prospectus