

MULBERRY STEPNEY GREEN MATHS, COMPUTING & SCIENCE COLLEGE

EQUALITY POLICY

Ratified on: November 2021

Ratified by: Full Governing Body

Date of next review: November 2022

We are resolute in our commitment to ensuring equality and this commitment underpins all the work of the school.

At Mulberry Stepney Green Maths, Computing & Science College we pride ourselves on the diversity of people who make up our community and value their input.

Named coordinator in the school:

Lulu Specchia is responsible for coordinating equality work and dealing with discriminatory incidents; in her absence members of the Leadership Team will do so.

Governor with specific responsibilities for Equality:

The governor responsible for inclusion and equality is John Shepherd

This policy should be read in conjunction with the following school policies:

- *Child Protection Policy*
- *SEN and Disability Policy*
- *Sex & Relationships Education Policy*
- *Anti – Bullying Policy*
- *Public Examinations Policy*
- *Behaviour Policy*
- *Complaints Procedure*
- *Staff Development Policy*

2. The Equality Act 2010

The school welcomes the public sector equality duty (s.149 of the Equality Act 2010) which enables us to continue our work on:

- Eliminating discrimination, harassment, victimisation and other conduct prohibited under the Act;
- Advancing equality of opportunity between people who share a protected characteristic and those who do not share it;
- Fostering good relations between people who share a protected characteristic and those who not share it.

The school will annually review how well we achieve these aims with regard to the protected groups (as listed below) under the Equality Act.

Mulberry Stepney Green Maths, Computing & Science College prides itself in providing equal opportunities for all of its employees and pupils regardless of:

****Disability***

****Religion or Belief***

****Sexual orientation***

****Culture***

****Gender***

****Gender reassignment***

****Race***

****Class***

****Age***

****Pregnancy and maternity***

****Marriage & Civil partnerships***











3. Aims and Values

Mulberry Stepney Green Maths, Computing & Science College is a welcoming school where everyone is valued highly and where honesty, co-operation, mutual respect and appreciation for others are fostered.

We are committed to the development of the whole person within a supportive, secure and creative environment. A broad, balanced and appropriate curriculum provides equal opportunity for all pupils to maximise their potential regardless of disability, race, religion/belief, gender or sexual orientation.

At Mulberry Stepney Green Maths, Computing & Science College we aim to promote equality and tackle any form of discrimination and actively promote harmonious relations in all areas of school life. We seek to remove any barriers to access, participation, progression, attainment and achievement of staff and students. We take seriously our contribution towards community cohesion.

We seek to:

-  Advance Equality of Opportunity
-  Foster Good Relations between all members of the School's community
-  Provide a safe & secure environment for all members of the School's community
-  provide a secure environment in which all our pupils can flourish and achieve all five outcomes of 'Every Child Matters' (be healthy, stay safe, enjoy and achieve, make a positive contribution, and enjoy economic well-being)
-  provide a learning environment where all individuals see themselves reflected and feel a sense of belonging;
-  prepare pupils for life in a diverse society in which they are able to see their place in the local, regional, national and international community
-  include and value the contribution of all families to our understanding of equality and diversity
-  provide positive non-stereotyping information about different groups of people regardless of protected characteristics under the law (listed in Section 1)
-  plan systematically to improve our understanding and promotion of diversity
-  actively challenge discrimination and disadvantage

To achieve these aims we:

- ✓ involve stakeholders in the development, review, evaluation, and impact assessment of all relevant improvement plans, policies and procedures
- ✓ publish and share our policies and impact assessments with the whole community
- ✓ collect and analyse data to ensure all groups are progressing well and no group is subject to disadvantage
- ✓ use all available information to set suitable learning challenges for all, respond to pupils' diverse needs and overcome any potential barriers to learning
- ✓ ensure that the wider school curriculum makes explicit and implicit provision to promote and celebrate diversity
- ✓ have high expectations of behaviour which demonstrates respect to others
- ✓ Make all reasonable adjustments to ensure equality of opportunity.

4. Leadership, Management and Governance at Mulberry Stepney Green School is committed to:

- being proactive in promoting good relationships and equality of opportunity across all aspects of school life and the wider community and challenging any discrimination, harassment or discrimination;
- encouraging, supporting and enabling all pupils and staff to reach their potential and make a positive contribution;
- working in partnership with families and the wider community to establish, promote and disseminate inclusive practice and tackle discrimination ensuring that our Equality Policy is followed.

5. Responsibilities of the Governing Body

It is the Governing Body's responsibility to:

- ensure that the school complies with equality legislation;
- meet requirements to publish measurable equality objectives;
- ensure that the school's policy and its procedures and strategies are carried out and monitored with appropriate impact assessments informing future plans;
- scrutinize the recording and reporting procedures annually;
- follow the LA's admissions policy, which is fair and equitable in its treatment of all groups;
- monitor attendance and take appropriate action where necessary;
- have equal opportunities in staff recruitment and professional development and membership of the Governing Body;
- be involved in dealing with serious breaches of the policy;
- be pro-active in recruiting high-quality applicants from under-represented groups.

6. The Headteacher

It is the headteacher's responsibility to:

- implement the policy and its strategies and procedures;
- ensure that all staff receive appropriate and relevant continuous professional development;
- actively challenge and take appropriate action in any cases of discriminatory practice;
- deal with any reported incidents of harassment or bullying in line with LA guidance;
- ensure that all visitors and contractors are aware of, and comply with, the school's equality policy

7. All Staff

Mulberry Stepney Green is a place of work and study where everyone has the right to be safe, to be respected and to learn. It is the responsibility of all staff to:

- ✚ Create an environment where all students can contribute fully and feel valued.
- ✚ Treat everyone with respect and courtesy.
- ✚ Recognise and be constantly aware of the needs of each student, according to ability and aptitude, while using techniques, methods and materials that are appropriate for the age, ability and needs of the teaching group.
- ✚ Ensure transparency as to how students are grouped and why particular groupings are made.
- ✚ Create a secure environment, where students feel valued and able to contribute fully.
- ✚ Make the classroom an attractive and stimulating learning environment.
- ✚ Be vigilant in all areas of the school for any type of harassment and bullying;
- ✚ Deal effectively with all incidents from overt name-calling to subtler forms of discrimination caused by perceived differences;
- ✚ Identify and challenge bias and stereotyping within the curriculum and in the school's culture;
- ✚ Promote an inclusive curriculum and whole school ethos which reflects our diverse society;
- ✚ Keep up to date with equality legislation, development and issues by attending relevant training and accessing information from appropriate sources.

8. Positive Action programmes, which advance equality, include:

- ✚ Graffiti expressing discriminatory comments removed immediately
- ✚ Opportunities for discussion in PSHE programme
- ✚ Logging of bullying incidents
- ✚ Regular review of staffing to ensure promotion of under-represented groups
- ✚ Educational trips to Universities
- ✚ Community Project Officer strategies involving the whole community
- ✚ Pupils' attainments and progress regularly and thoroughly monitored; action taken with under-performing students
- ✚ Celebrating Diversity campaign

Review This policy will be reviewed every four years by L. Specchia