

## Single Equalities Policy

Date Policy	Review Frequency	Ratified By	Date Ratified	Review Date
March 2014	4 Yrs, Publish Annually	Headteacher	March 2014	May 2018

Wapping High School will comply with all the requirements of the Equality Act 2010 and work to protect the rights of individuals and advance equality of opportunity.

### Aims

- To ensure that no employee, job applicant, or student receives less favourable treatment on the grounds of discrimination of any kind.
- To ensure that no member of the school community is disadvantaged by conditions or requirements which cannot be shown to be relevant to their job or educational performance.
- As defined in the Equality Act 2010, discrimination on grounds of age, disability, gender reassignment, marriage and civil partnerships, pregnancy and maternity, race, religion or belief, sex, and sexual orientation will be addressed through the effective implementation of this policy.

### Recruitment, Training and Career Progression

Wapping High School ensures that all employees are recruited, trained and promoted on the basis of ability, the requirement of the job and relevant criteria related to the specification and job description.

The application and selection process does not require any declaration of age, gender, ethnicity, disability, marital status, sexual orientation or religious belief and will not take any of these factors that arise during the process into account for selection.

The Continuing Professional Development Policy is shared by all employees and is planned to address all training needs equitably for teaching and non-teaching staff.

Wapping High School Performance Management Policy ensures that all employees have an equal entitlement to appraisal within a one-year cycle. Identified training needs will be derived from the targets set for each individual and addressed equitably through the overall school programme within agreed budget constraints.

Performance Management at Wapping High School is viewed as part of professional development and will be carried in a collaborative and supportive manner for all employees.

Opportunities for promotion and advancement are published internally, as well as externally, to enable employees to put themselves forward for consideration. All applicants will be considered equally whether internal or external.

Any participation in a process of application, selection, interview or appraisal (including lesson

observation) will be used as a potential training opportunity with any participant having the right to detailed, developmental feedback.

### **Student Admissions**

As a provider of education and training, Wapping High School complies with the Equality Act 2010 and will not discriminate against any student applicant under any grounds as defined above. All applications will be considered solely on the basis of the published admissions criteria.

The full Admissions Policy is available on the school website ([www.wappinghigh.org](http://www.wappinghigh.org))

Entry criteria are also published in the Wapping High School Prospectus which is available to all parents and members of the local community on request.

### **Support Provision**

Wapping High School benefits from a SEN Co-ordinator and additional needs team who will support students with a range of learning needs, including students with exceptional ability.

All employees are made aware of the above provision and receive appropriate training relevant to the needs of all members of the school community within the context of their own posts.

All staff and students will participate in the development and implementation of the anti-bullying policy in relation to their shared responsibility to ensure that equal opportunity is afforded to all.

The school will ensure that awareness of the core issues of equality and opportunity are addressed in a variety of curriculum areas and that staff and students model these responsibilities actively.

### **Disability**

Wapping High School will actively support all members of the community and visitors to the school where there is a danger that their disability may be a barrier to equal opportunity.

The school is committed to provide a safe and healthy environment for disabled students and staff.

The school will ensure equality of access to facilities and curriculum through planning and implementation.

The school will ensure that disabled students and staff are treated indiscriminately and that all learning and professional needs are provided for fairly and appropriately.

### **Implementation**

At Wapping High School the Headteacher has overall responsibility for the operation of the Equalities Policy and will delegate the detailed implementation of key areas of the policy to members of the Senior Leadership Team.

The Headteacher is responsible for ensuring that equality and opportunity as core principles are woven into the planning of the curriculum and the strategic vision of the school.

The day-to-day responsibility for the implementation of the policy is assigned to Senior and Middle Leaders, in particular as role models and to ensure that the policy is effectively and continually monitored.

All students will be reminded at regular intervals by tutors and subject staff of their own responsibilities under the Equalities policy

Students' personal awareness of equal opportunities is raised through;

- Assemblies and house events
- All curriculum areas with a key responsibility falling to Ethics and Cultural Studies
- Participation in the range of Student Leadership opportunities, including school council, peer mentoring and outreach work
- Citizenship days

- Enrichment opportunities

All students and staff have a responsibility to accept their personal involvement in the practical application of the Equalities Policy and to show a clear commitment to making its implementation successful

### **Appeals Procedure**

An Equal Opportunities Appeals Procedure is available to members of staff who feel they have received unfair treatment or been discriminated against in the context of the stated Equalities Policy.

Any member of staff with a grievance under Equal Opportunities should follow the procedure below:

1. Before taking a decision to formalise a complaint, all members of staff and students have the right to approach any member of the SLT for informal, confidential advice.
2. In order to proceed the member of staff makes known his or her grievance to the Headteacher. In the case of a student appeal, parents must be included at this stage.
3. If the grievance cannot be resolved at this stage the member of staff, parent or student can make a complaint according to the Complaints Policy.

The Equal Opportunities Appeals Procedure will be carried out in the strictest confidence and will not prejudice the member of staff or student in any way.

In this case the normal Academy appeals procedure for exclusions and admissions will apply, except that the appeals panel would consist entirely of governors.

### **Monitoring, Evaluation and Review**

All employees accept their personal responsibility to ensure the practical application of the Policy and are involved in the monitoring and evaluation process. This is evident through the line management structure, the performance management cycle and the record-keeping systems.

The school will keep records of discriminatory incidents and their resolutions in order to monitor and evaluate the policy and review its effectiveness

The Equalities Policy is updated in line Wapping High School's regular policy review cycle and will respond to any relevant new legislation.

Recommendations made by any employee or student at any time will be recorded and considered in the review process.

The Headteacher may consider an immediate change where a recommendation is considered to be important and urgent or where new legislation requires an immediate response.

Leaders of curriculum areas make a commitment to monitoring and reviewing course materials, teaching styles and assessment processes, in consultation with the Senior Leadership Team, and action the necessary adjustments to facilitate a learning environment within which all students can flourish equally.

### **Other policies relevant to this policy:**

Anti-bullying policy  
Complaints policy  
Grievance procedures  
Whistleblowing policy