



Thrybergh Academy and Foljambe Campus

Equality Policy and Procedures

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Legislation

The Equality Act 2010 replaced nine major Acts of Parliament and almost a hundred sets of regulations which had been introduced over several decades. It provides a single, consolidated source of discrimination law, covering all the types of discrimination that are unlawful. It simplifies the law by getting rid of anomalies and inconsistencies that had developed over time, and it extends protection against discrimination in certain areas

Key points

The Equality Act 2010 provides a single, consolidated source of discrimination law. It simplifies the law and it extends protection from discrimination in some areas. Unlawfully discriminate against pupils because of their sex, race, disability, religion or belief or sexual orientation.

In addition, the public sector equality duty 2011 outlines what the act means for the public sector including Academies and other educational establishments. The Public Sector Equality

Duty 2011 outlines 3 main aims:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act
- Advance equality of opportunity between people who share a protected characteristic and those who do not
- Foster good relations between people who share a protected characteristic and those who do not.

Thrybergh Academy understands the principal of the Act and will work to ensure the protection of the characteristic covered by the legislation as listed below:

- Age
- Sex (including LGBT)
- Race, colour, nationality and ethnic or national origins
- Disability
- Religion or belief
- Sexual orientation
- Gender reassignment
- Pregnancy or maternity
- Marriage and relationship status, civil partnerships – staff

The Policy

Thrybergh Academy's 'Equality Policy' pulls together the previous equality legislation and new to adhere to all the requirements of The Equality Act 2010.

The policy applies to:

- School Governors
- Staff
- Parents
- Pupils
- Visitors to the school
- Volunteers
- Multi-agency Professionals
- Contractors

All breaches of the policy will be rigorously followed up using the appropriate procedures and reported to the Headteacher or SLT.

Monitoring and reviewing of this policy will take place annually.

Promotion of Equality and Diversity

Thrybergh Academy is committed in promoting equality and diversity wider than the eight characteristics (areas) covered by legislation. We work to remove barriers and we will not unfairly discriminate on any grounds.

Action points:

- Display of materials throughout school
- Reviewing and updating teaching materials and resources to meet all needs
- Providing a curriculum particularly in PHSE programmes in which promotes positive understanding of different characteristics, recognises our collective duty to adhere and challenge stereotyping and discrimination
- Accessing Multi Agency Services and making appropriate referrals where necessary
- Supporting children's emotional, personal and social development and providing additional support where required/requested
- Monitoring and reviewing of this policy will take place annually and will be made accessible through the school websites.

Procedures

Reporting of incidents:

- Pupils should tell their friends, subject teacher, Form Tutors, Year Managers and parents. Friends should support each other by encouraging victims to "tell"
- The school will record incidents following guidelines agreed with the LA
- In serious cases, the LA / governors or even the police may be consulted. We encourage parents/ carers and the local community to inform a child's Year Manager if there is a possibility of incidents outside school may be having a negative effect inside school
- The all incidents will be investigated and appropriate action taken
- An attempt will be made to address any negative behaviour
- Parents/ students who are not happy with the outcome of an investigation should relay their ongoing concerns to the Year Manager / SLT link for the year group Outcomes
- In the first instance the perpetrator will be asked to apologise to the victim. Other sanctions may be imposed
- In serious cases, exclusion will be considered. Should the identified behaviour persist, this will result in a longer term exclusion. At this point the child and their parents will appear before a Committee made up from members of Thrybergh Academy Senior Leadership Team, School Governors and the PYPPO

All breaches of the policy will be rigorously followed up using the appropriate procedures and reported to the Principal or SLT.

Responsibility

It is a whole school responsibility to ensure that the academy's policy and its procedures and strategies are carried out. The following actions will be taken with the reporting or information available by designated members of staff.

- Incidents will be monitored with appropriate impact assessments informing future plans
- Recorded and reporting procedures followed
- Follow a fair and equitable admissions policy
- Monitor attendance and behaviour take appropriate action where necessary
- Have equal opportunities in staff recruitment and professional development
- Provide information in appropriate, accessible formats
- Be pro-active in recruiting high-quality applicants from under-represented groups.

All breaches of the policy will be rigorously followed up using the appropriate procedures as stated above

It is the Governing Body's responsibility to:

- Ensure that the Academy complies fully with equality legislation
- Meet requirements to publish equality schemes

It is the Headteacher's responsibility to:

- Apply 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 (as stated in the policy statement – page 3) are aware of, and comply with, the school's equality and diversity policy
- Produce a report on progress for governors annually

It is the responsibility of all staff to:

- Be vigilant in all areas of the academy for any type of harassment and bullying
- Deal effectively with all incidents from overt name-calling to the more subtle forms of victimisation caused by perceived differences
- Identify and challenge bias and stereotyping within the curriculum and in the school's culture;

Linked Policies/Documents

- LGBT Policy
- Disability Equality Plan
- Anti-Bullying Policy
- Safeguarding Policy
- Behaviour Policy
- Sex and Education Relationship Policy
- SEND Policy

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