

Greenhill School



Equalities Policy 2014-2015

Our School

Greenhill is a Community Special School for 56 pupils aged 11-16. All pupils have a Statement of Special Educational Needs for Behavioural Emotional and Social Difficulties (BESD). On entry pupils have often been excluded from mainstream schools and many have attended pupil referral units, school resource bases or revolving door provision. Our school admissions are governed by the local authority and currently places are only offered to boys who attend from across Cardiff. The majority live in the south of the city and of the pupils on roll 80% of pupils are eligible for free school meals. The majority of pupils are white British with 15% of pupils from ethnic minorities.

Aims of the Equality Policy

The aims of this policy are to:

- promote good relationships amongst pupils, staff, parents and the wider community which respects and values diversity;
- promote equality of opportunity for all;
- eliminate unlawful discrimination and harassment on the grounds of age, disability, gender, gender reassignment, language, race, religion or belief, or sexual orientation.

Scope

The policy ensures the following principles:

- it applies to full-time, part-time, job share, permanent and temporary staff. It also applies to pupils, parents, service users, governors and visitors to the school on the basis of age, disability, gender, gender reassignment, language, race, religion or belief or sexual orientation;
- recognises and values difference;
- promotes cohesion;
- involves people from all communities;
- tackles harassment and discrimination.

Equality Summary Statement

The school is committed to working towards equality regardless of age, disability, gender, gender reassignment, language, race, religion or belief and sexual orientation and to the creation of an inclusive culture in which every individual, regardless of ability and background, is enabled to participate and is valued as a member of the school community. We therefore promote positive approaches to difference and foster respect for people of all backgrounds.

Stereotyped ways of thinking are the result of ignorance and may result in low self esteem and limited aspirations. The school values and encourages involvement of people from all sections of the community, and through this involvement aims to provide positive images, which challenge stereotyped thinking.

The school is opposed to all forms of prejudice and discrimination based on age, disability, gender, gender reassignment, language, race, religion or belief or sexual orientation. Language or behaviour, which is racist, sexist, homophobic, disablist or potentially damaging to any group will not be tolerated and will be challenged. The school takes its responsibility to monitor and record and report on racist incidents each term. The school also record incidents of discrimination, bullying and homophobia and uses this information to plan strategies to combat incidents motivated by hate. We share this information with the LEA to help shape actions to combat hate crime across the city.

We recognise and celebrate the fact that British and Welsh Society is made up of people from diverse backgrounds and life experiences. It is important that all pupils are prepared to live in such a society.

Responsibilities

The Governing Body is responsible for:

- Making sure the school complies with Equality legislation.
- Making sure the Equality Policy and its procedures are followed.

The Headteacher is responsible for:

- making sure the Equality policy is readily available, along with related policies, eg Admissions, Anti Bullying Charging and Remissions, Complaints, Child Protection, Curriculum, Health and Safety, Performance Management and Special Educational Needs. The Headteacher also needs to ensure that governors, staff pupils, parents and guardians know about them;
- making sure the policy and its procedures are followed;
- producing regular information for staff and governors about how the policy is working, and providing training for them on the policy if necessary;
- making sure all staff know their responsibilities and receive training and support in carrying these out.

The Assistant Head is responsible for:

- taking appropriate action in cases of harassment and discrimination; and is responsible for dealing with such cases on the grounds of age, disability, gender, gender reassignment, language, race, religion or belief, sexual orientation.

All staff are responsible for:

- dealing with discriminatory incidents including those relating to harassment and bullying;
- being able to recognise and tackle bias and stereotyping;
- promoting equality and good relations between all groups;
- keeping up to date with the law on discrimination, and taking up training opportunities.

Monitoring and Review

The Equality Policy will be updated every 3 years as a minimum, or in line with equality legislation and good practice guidelines.

Communication and Reporting

The Equality Policy is:

- published in the Staff handbook;
- published on the School's Website;
- brought to the attention of all non-LEA contractors or service providers;
- brought to the attention of parents and is available on request for parents, visitors and members of the wider community;
- available on request for visitors and members of the wider community.
- where possible, the Equality Policy will be made available in accessible formats and languages on request.

REVIEW DATE:

SIGNED: _____
Jayne Cowan – Chair of Governors