

Aspire Disability, Gender and Race Equality Policy

Equality Objectives

Legal Requirements

Everyone has the right to be treated with dignity and respect.

The Equality Act 2010 prohibits direct and indirect discrimination, harassment and victimisation of people on the grounds of protected characteristics - disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation and age.

The Equality Act 2010 also requires public bodies such as schools to have due regard to the need to:

- Eliminate unlawful discrimination
- Advance equality of opportunity
- Foster good relations between people from different equality groups

This is called the public sector Equality Duty and its purpose is to promote equality for all.

Introduction

Deciding on and meeting Aspires Equality Objectives will require ownership by the management committee, senior leaders, all staff, the Aspire community and learners.

This document is to help Aspire focus on the outcomes that matter to the people who use it and its services and its local community; and to ensure that its services are accessible and delivered effectively.

Aspire Vision and Aims for Equality and Diversity

‘Aspire will treat everyone fairly so that all members of its learning community can be free to live, learn and enjoy’.

Aspire will need to be able to demonstrate what it has done and what it plans to do to improve opportunities and outcomes for students, staff, parents/carers and other users of Aspire. Aspire’s success in meeting its objectives will be monitored and delivered through the school improvement processes and its self evaluation processes.

Aspire is committed to:

Valuing all people equally and celebrates the differences between them as enrichment to Aspire and its services. Aspire has a policy of inclusion that supports every student and recognises and endeavours to meet their individual needs in accessing the curriculum. Aspire will not tolerate racism, sectarianism or discrimination on any grounds whatsoever and in doing so actively fosters good relationships between all groups by race, gender/gender identity, disability, sexual orientation, religious belief and age.

Aspire will ensure that every student irrespective of race, disability, gender, religion and belief or sexual orientation is able to achieve high standards and that strategies are in place to tackle under-achievement. Aspire will ensure that every student has access to the necessary teaching and support required to enable them to achieve their highest potential. Aspire will ensure that its procedures for disciplining students and managing behaviour are fair, effective and equitable.

Aspire's intention is to ensure that the adults working in Aspire are from diverse groups. Aspire believes that this provides good role models for its students. The aim is to ensure that Aspire meets the needs of people: from all ethnic backgrounds and of all religions or beliefs; of all ages; of all genders and sexual orientations and of all abilities.

Roles and Responsibilities, Commitment and Accountability

Aspire will Mainstream Equality Issues By:

- Paying **due regard** to equality issues within all its key policies, planning, decision making processes and performance management
- Ensuring that its planning contributes towards its equality objective
- Ensuring that arrangements are in place to monitor and report on its progress against its objectives
- Ensuring that it engages effectively with its learners, staff, parents/carers and local communities in planning, delivering and monitoring the objective Race

Aspire recognises that Black and ethnic minority people experience discrimination on the basis of colour, race, nationality and ethnic origin. This discrimination manifests itself in all areas of life. Racial harassment and violence is one of the most serious consequences of racism, damaging people emotionally and physically and limiting life choices and opportunities.

Aspire will take all necessary measures to prevent and tackle racial harassment and assist its learners to live in freedom from harassment and to feel safe as they enjoy and achieve throughout their time at Blueprint.

Aspire is committed to working for the equality of all ethnic groups. The Management Committee understands its accountability. Under the duties of the Equality Act Aspire will:

Tackle Unlawful Discrimination By:

- Keeping accurate records of all ethnic groups, their backgrounds and needs and how Aspire respond to them;
- Dealing with complaints of discrimination and harassment speedily according to local authority guidance *Challenging and Dealing with Racist Incidents in Schools* and notify complainants of the outcomes and action taken; and
- Encouraging dialogue between different racial groups

Advance Equality By:

- Expanding access and achievement across all communities and in all areas of Aspire's activity;

- Promoting the active participation of minority communities in shaping the future of Aspire and its services;
- Consulting with ethnic minority learners, their families and staff on issues affecting them rather than with people acting on their behalf.
- Ensuring Aspire staff, learners and their families as well as the wider community fully understand the principles of race equality and good race relations.

Foster Good Relations and Cohesion By:

- Promoting activities that celebrate our common experience as well as those that recognise diversity
- Fostering understanding and respect for the cultures and faiths of all our learners and their families;
- Countering myths and misinformation that may undermine good community relations;

Disability

Aspire recognises that people with disabilities experience discrimination across all areas of life. Aspire welcomes the requirements of the Equality Act and sets out its commitment to meeting the duties in relation to disability. Its aim is to advance disability equality across all areas of Aspires services , to disabled students, staff, parents, carers and other users.

Aspire is committed to working for the equality of people with and without disabilities. The Management Committee understands its accountability. Under the duties of the Equality Act Aspire will:

Tackle Unlawful Discrimination Against People with Disabilities By:

- Challenging patronising or discriminating attitudes;
- Making the environment as safe as possible and challenging antisocial or bullying behaviour against, or harassment of, disabled learners, staff and families.
- Monitoring and eliminating discrimination and disability related harassment
- Improving the environment of the school to increase the extent to which disabled learners can take advantage of education and associated services

Advance Equality for People with Disabilities By:

- Removing barriers to accessibility, particularly in relation to education, employment and access to services, information and buildings;
- Increasing the extent to which disabled learners can participate in Aspires curriculum
- Providing where possible, support, assistance and care to disabled learners to enable them to lead independent lives;
- Supporting disabled learners, staff and carers according to their individual need
- Taking steps to meet people's needs related to their disability, even if this requires more favourable treatment
- Involving disabled learners, their families and disabled staff in the changes and improvements we make and consulting them on issues affecting them, rather than with people acting on their behalf.
- Monitoring staff and learners by disability.

Foster Good relations and Cohesion By:

- Promoting equality of opportunity between people with disabilities and other people.
- Promoting positive attitudes towards people with disabilities
- Increasing the inclusion of positive images of people with disabilities across the curriculum
- Encouraging participation of people with disabilities in Aspires life.

Gender

Aspire is committed to combating sex discrimination and sexism and promoting the equality of women and men. Aspire recognise that society has stereotypes for both women and men, and both women and men can lose opportunities because of these stereotypes. Aspire is aware that staff with caring and domestic responsibilities may need to work part-time or flexible working hours.

Aspire will work in partnership with other agencies to eliminate sexual harassment, domestic violence and other hate crimes.

Aspire is committed to working for the equality of women and men. The Management Committee understands its accountability under the Equality Act and Aspire will give due regard to the need to:

Tackle Unlawful Discrimination By:

- Eliminate unlawful discrimination and harassment on the grounds of sex, including domestic violence, sexual violence, bullying and exploitation
- Challenging patronising or discriminating attitudes;
- Making the environment as safe as possible and challenging antisocial or bullying behaviour against, or harassment of girls, boys, women and men

Advance Equality for Girls, Boys, Women and Men, in all our Functions By:

- Monitoring learner outcomes and achievement by gender
- Monitoring staffing and pay by gender

Foster Good Relations and Cohesion By:

- Promoting equality of opportunity between men and women
- Increasing the inclusion of positive, non-stereotypical images of women and men, girls and boys across the curriculum
- Encouraging the equal participation of boys and girls, women and men in all aspects of school life.

Religion and Belief

Aspire recognise that the Equality Act 2010 requires us to assess the impacts of its policies, functions and procedures have on promoting equality for people based on their religion, belief and non-belief. Aspire will take all necessary measures to prevent and tackle discrimination and assist its learners to live in freedom from harassment and to feel safe as they enjoy and achieve throughout their time at Aspire.

Aspire are committed to working for the equality for people based on their religion, belief and non-belief. The Management Committee understands its accountability under the Equality Act and will give due regard to the need to:

Tackle Unlawful Discrimination By:

- Monitoring and eliminating unlawful discrimination and harassment on the grounds of religion or belief
- Making the environment as safe as possible and challenging antisocial or bullying behaviour on the grounds of religion, belief or non-belief

Advance Equality in all our Functions By:

- Removing any barriers which prevent children and adults of all religions, beliefs or non-belief taking a full part in our school life
- Assessing the impacts of our policies and procedures on promoting equality based on religion, belief and non-belief

Foster Good Relations and Cohesion By:

- Encouraging the equal participation of people of all religions, beliefs and non-belief in all aspects of school life

Sexual Orientation and Gender Identity

Aspire are committed to combating discrimination faced by lesbians, gay men and bisexual and transgendered (LGBT) people. Aspire want to ensure equality of opportunity for LGBT people across services and employment.

Aspire recognise that the Equality Act 2010 requires it to assess the impacts of its policies, functions and procedures have on advancing equality for people based on their sexual orientation. Aspire will take all necessary measures to prevent and tackle discrimination and assist its learners to live in freedom from harassment and to feel safe as they enjoy and achieve throughout their time at Aspire .

Aspire respect the rights of individuals to be open about their sexual orientation. Aspire tackle homophobia, challenge stereotyping and aim to improve knowledge about LGBT communities, both internally and within the community as a whole. The Management Committee understands its accountability under the Equality Act and will give due regard to the need to:

Tackle Unlawful Discrimination By:

- Taking a pro-active approach to preventing all forms of homophobia within the school
- Challenging patronising or discriminating attitudes and homophobic language;
- Making the environment as safe as possible and challenging antisocial or bullying behaviour against, or harassment on the grounds of sexual orientation or gender identity
- Dealing with complaints of discrimination and harassment speedily and according to Local Authority Guidance and notify complainants of the outcome and actions taken.

Advance Equality for of LGBT People in all our Functions By:

- Assessing the impacts of our policies, functions and procedures on promoting sexual orientation equality

Foster Good relations and Cohesion By:

- Promoting equality of opportunity between men and women
- Increasing the inclusion of positive, non-stereotypical images of LGBT people and the contributions they have made to different aspects of the curriculum

AGE

Aspire are committed to promoting equality of opportunity for younger and older people. Aspire recognise that society has negative attitudes, stereotypes and myths about youth, ageing, younger and older people. These attitudes and beliefs can lead to both younger and older people being socially and economically disadvantaged, excluded and marginalised. Aspire believe that younger and older people have the right to equality of opportunity and that they make a significant and valuable contribution to the community at large.

Age equality means securing the equal participation in society of people of every age, securing a balance between equal citizenship, equality of opportunity, equality of outcome and respect for difference.

Tackle Unlawful Discrimination By:

- Challenging patronising or discriminating attitudes and language;
- Dealing with complaints of discrimination and harassment speedily and according to Local Authority Guidance and notify complainants of the outcome and actions taken.

Advance Equality By:

- Assessing the impacts of our policies, functions and procedures on promoting age equality

Foster Good Relations and Cohesion By:

- Increasing the inclusion of positive, non-stereotypical images of people of all ages and the contributions they have made to different aspects of the curriculum

Anti-bullying

Aspire states clearly that all forms of bullying and discrimination are unacceptable and will not be tolerated. Aspire recognise that a strong and well observed anti bullying policy will have a positive impact on the lives of children from all equality groups. Aspire have therefore set out the measures that it will take to address bullying and discriminatory incidents in its Anti-Bullying Policy. Aspire will monitor and submit data regarding bullying and discriminatory incidents to the Local Authority as required.

Employment Practices

Aspire ensures that it observes the principles of equal opportunities in how it employs, develops and treats its staff.

Due Regard

Under the legislation Aspire are required to pay ***due regard*** to equalities when planning and implementing policies, functions or procedures. Aspire will need to understand whether its policies and services are meeting everyone's needs and that anyone who needs to can get access to them.

Publication

Aspire's Equality Objectives are published and are available to all on its website

Complaints

If a member of the public feels that they have suffered harassment or been treated unfairly by Aspire because of their sex, colour, race, nationality, ethnic group, regional or national origin, age, marital status, disability, political or religious belief, sexual orientation or class, they should report this without fail through Aspire's complaints procedure.

Complaints by staff will be dealt with under our Grievance or Dignity at Work Policies, as appropriate.

Aspire will take all external and internal complaints seriously and will not tolerate any form of discriminatory behaviour. Complaints about staff will be investigated using the appropriate Local Authority procedures and as set out within Aspires Complaints Policy.

Monitoring complaints is also another way of gathering information to see whether Aspire is meeting its equality duties. Aspire will report on complaints annually and on action taken.

Aspire Equality Objectives 2016 -17

In order to eliminate discrimination and harassment and advance equality in relation to gender, race, disability, religion or belief, sexual orientation, gender reassignment, pregnancy or maternity. Aspire has identified the following Equality Objectives

Equality Objectives	Actions and Success Criteria
<p>Aspire will be effective in promoting positive attitudes to and challenging prejudice against persons with protected characteristics as listed in the Equality Act 2010.</p> <p>Aspire will support all students, including in particular those with protected characteristics as defined by the Equality Act 2010 to feel valued and confident, and as a consequence enable them to make progress and achieve</p>	<p>To reduce the incidence of prejudice-related bullying in relation to the protected characteristics listed in the Equality Act 2010</p> <p>To promote cultural understanding between different ethnic groups within Aspires community.</p> <p>The Senior Leadership team will judge that Aspires curriculum provides an effective range of opportunities for the development of enlightened attitudes and good relationships, particularly to persons with protected characteristics as listed in the Equality Act 2010</p> <p>Aspire will have effective systems for monitoring and recording incidents of prejudice</p>

Signed:-----
Headteacher

Signed:-----
Chair of Management Committee