



Equality Policy

Introduction

This policy represents the response of the Governing Body of Millbank Academy to its duties to avoid discrimination and promote equality in all areas of its work and as an employer. This policy is based upon the provisions of the *Equality Act 2010* and has implications for all aspects of the academy's work and should be reflected in all its policies.

Purpose

This policy is required to ensure that the academy complies with equality legislation and in particular the *Equality Act 2010*.

Millbank Academy recognises that it is unlawful for the academy to discriminate against a pupil, prospective pupil or adult by treating them less favourably because of their sex, race, disability, religion or belief, gender reassignment, sexual orientation, marital status or pregnancy or maternity.

Under the Equality Act 2010, the academy recognises the following protected areas:

- age;
- disability;
- gender reassignment;
- marriage and civil partnership;
- pregnancy and maternity;
- race;
- religion or belief;
- sex;
- sexual orientation.

Aims of the policy

1. Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Act.
2. Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it
3. Foster good relations between persons who share a relevant protected characteristic and persons who do not

As part of the duty to advance equality of opportunity, the academy recognises the need to:

- Remove or minimise disadvantage suffered by persons who share a relevant protected characteristic that are connected to that characteristic
- Take steps to meet the needs of persons who share a relevant protected characteristic that are different from the needs of persons who do not share it
- Encourage persons who share a relevant characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low

Clearly the duty to foster good relations requires the academy to tackle prejudice and promote understanding. This is central to the Millbank's purpose and has implications for the curriculum and all aspects of the academy's work.

Duties under the *Equalities Act 2010*

1. To collect, analyse and publish information about their progress in achieving the three aims of equality legislation.

This will be published annually via the minutes of the Governing Body

2. To decide on certain specific and measurable objectives that they will pursue over the coming years to achieve the three aims, and publish these objectives and, when undertaking the first two sets of specific duties.

Equality targets will be set as part of the normal target setting process by the Governing Body. They will be published via the minutes of the Governing Body

3. To engage with people who have a legitimate interest – including all staff (both teaching and administrative), all parents, carers, pupils, local groups, organisations and individuals as appropriate.

This will be met through the academy's normal process of consultation on all policies, initiatives and by annual consultation by the Governing Body.

Equality Impact Assessments

The normal policy review process will contain a specific equality impact assessment phase.

General roles and responsibilities of the Headteacher, staff and governors

The Headteacher will ensure that Millbank's ethos will:

- celebrate diversity, equality and achievement
- promote high expectations and positive attitudes towards disabled people and those from different ethnic and/or religious groups
- listen to and involve pupils, parents, carers and staff
- communicates behaviour expectations

- ensure that it welcomes applications for school places and jobs from all sections of the community
- ensure that incidents are reported, analysed and addressed swiftly and effectively

The staff will actively support this policy and the academy's implementation of its equalities objectives.

Parents and carers will be consulted on the policy and will be kept informed through newsletters and updates.

Visitors and contractors will be made aware of the policy through relevant clauses in contracts.

The Governing Body will:

- set equality targets
- collect, analyse and publish information about their progress in achieving the three aims of the equality legislation
- consult with relevant parties regarding equalities issues
- encourage parents, staff and members of the community from all ethnic and religious groups to become governors
- apply best value without discrimination when purchasing goods and services

The Governing Body expects all members of the school community to be committed to this policy and that visitors will comply with it. It accepts responsibility for ensuring that this is implemented in every aspect of academy life. If there is a breach of the policy, the academy will investigate the matter and take appropriate action.

Arrangements for monitoring and evaluation

The Governing Body will monitor the pattern and frequency of equality related incidents. It will receive reports from the Headteacher and staff which will enable evaluation of the relevance of provision for dealing with equality related incidents – defined as any incident which is perceived by the victim or any other person to contravene this policy.

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