



# CLOUGHWOOD ACADEMY

## Equality Policy

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1.0	20.07.15	Mrs R Williams/ Mrs J Whiston	L&M	4 yearly	Approved by the L&M Committee on 22.10.2015	21.10.2019
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# Equality Policy

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## 1. Equality and Diversity Statement

Cloughwood Academy is an inclusive school where we focus on the well-being and progress of every child and where all members of our community are of equal worth. We believe that the Equality Act provides a framework to support our commitment to valuing diversity, tackling discrimination, promoting equality and fostering good relationships between people. It also ensures that we continue to tackle issues of disadvantage and underachievement of different groups.

At least every four years, we will review our objectives in relation to any changes in our school profile. Our objectives will sit in our overall school development plan and therefore will be reviewed as part of this process.

## 2. Legal Duties

As a school we welcome our duties under the Equality Act 2010. The general duties are to:

- Eliminate discrimination,
- Advance equality of opportunity
- Foster good relations

We understand the principal of the act and the work needed to ensure that those with protected characteristics are not discriminated against and are given equality of opportunity.

A protected characteristic under the act covers the groups listed below:

- Age (for employees only)
- Disability
- Race (includes ethnic or national origins, colour or nationality)
- Gender (including issues of transgender)
- Gender reassignment
- Maternity and pregnancy
- Religion and belief (includes lack of belief)
- Sexual identity
- Marriage and Civil Partnership (for employees)

In order to meet our general duties, listed above, the law requires us to do some specific duties to demonstrate how we meet the general duties. These are to:

- Publish equality information annually – to demonstrate compliance with the general duty across its functions (Appendix 2).  
*In line with DfE guidance, we will not publish any information which relates to fewer than 3 people, so as not to identify any pupil. Also, as an organisation with less than 150 employees, we are not obliged to publish employee-related data.*
- Prepare and publish equality objectives, at least every four years (Appendix 3).

To do this we will collect data related to the protected characteristics above and analyse this data to determine our focus for our equality objectives. The data will be assessed across our core provisions as a school. This will include the following functions:

- Admissions
- Attendance
- Attainment
- Exclusions
- Prejudice-related incidents

Our objectives will detail how we will ensure equality is applied to the services listed above however where we find evidence that other functions have a significant impact on any particular group we will include work in this area.

We also welcome our duty under the Education and Inspections Act 2006 to promote community cohesion.

We recognise that these duties reflect international human rights standards as expressed in the UN Convention on the Rights of the Child, the UN Convention on the Rights of People with Disabilities, and the Human Rights Act 1998.

In fulfilling our legal obligations we will:

- Recognise and respect diversity
- Foster positive attitudes and relationships, and a shared sense of belonging
- Observe good equalities practice, including staff recruitment, retention and development
- Aim to reduce and remove existing inequalities and barriers
- Consult and involve widely
- Strive to ensure that society will benefit

See Appendix 1 for examples of how we achieve this.

### 3. Our Ethos/Mission

#### 3.1 Cloughwood Academy Statement of Purpose

Cloughwood is a place where all children and young people are valued and safe, feel good about themselves and each other, enjoy life to the full and are given every opportunity to achieve their full potential, and encouraged to contribute positively to their community.

We, as a staff, take seriously our on-going commitment to promoting and achieving the five outcomes of the Every Child Matters agenda and throughout the work that we do aspire to the following objectives in order to;

- give **all** our students the best possible all-round education and ensure their on-going physical, emotional and mental health;
- ensure students are, and feel, safe from all kinds of abuse, violence, bullying, crime, or environmental dangers;
- help **all** our students to enjoy their education and maximise their learning potential and outcomes;
- encourage **all** students to make a positive contribution to society, and make informed decisions about their own lives;
- provide targeted support for priority groups with specific and additional needs;

- provide advice and practical and emotional support for parents and carers and to work collaboratively with key agencies to enable positive relationship and emotional outcomes for all students;
- maximise opportunities to ensure economic well-being for children, young people and young adults;
- promote health as central to successful and fulfilling lives for our students, and
- strive to enable our students to succeed academically in such a way that allows them to access work or further education that opens pathways to economic success and independence.

As a school with boarding provision we also:-

- Provide an environment which is the best of home and school;
- Provide a safe caring environment in which the students can grow into confident young people;
- Provide structured activities aimed at promoting the independence and confidence of the students;
- Introduce social activities and experiences which enable our students to mix appropriately in the community;
- Encourage the health and well-being of the students;
- Provide emotional support;
- Work closely with the parents/carers in the care of their son;
- Encourage families to visit the residential unit;
- Provide adequate support to students with disability in the form of specialised facilities such as a fully equipped and safe room. Facilitate any therapies required; for example physiotherapy;
- To nominate a suitable advocate for the students;
- Provide Director support in the form of monthly monitoring checks, and
- Provide relevant and informative information for the students in line with recommendations, Childline, LADO, Children's rights Director, complaints procedures etc.

### **3.2 Addressing Prejudice Related Incidents**

This school is opposed to all forms of prejudice and we recognise that children and young people who experience any form of prejudice related discrimination may fare less well in the education system. We provide both our pupils and staff with an awareness of the impact of prejudice in order to prevent any incidents. If incidents still occur we address them immediately and report them to the Local Authority using their guidance material. The Local Authority may provide some support.

## 4. Responsibility

We believe that promoting Equality is the whole school's responsibility:

School Community	Responsibility
Board of Directors	Involving and engaging the whole school community in identifying and understanding equality barriers and in the setting of objectives to address these.
Principal	As above including: Promoting key messages to staff, parents and pupils about equality and what is expected of them and can be expected from the school in carrying out its day to day duties. Ensure that staff have appropriate skills to deliver equality, including pupil awareness. Ensure that all staff are aware of their responsibility to record and report prejudice-related incidents.
Senior Management Team	To support the Principal as above Ensure fair treatment and access to services and opportunities. Ensure that all staff are aware of their responsibility to record and report prejudice-related incidents.
Teaching Staff	Help in delivering the right outcomes for pupils. Uphold the commitment made to pupils and parents/carers on how they can be expected to be treated. Design and deliver an inclusive curriculum Ensure that you are aware of your responsibility to record and report prejudice related incidents.
Care Staff	Deliver excellent care and support to pupils and families. Foster positive relationships and links with the wider community and positive working relationship with outside agencies to promote wrap around care and support without prejudice.
Non-Teaching Staff	Support the school and the Board of Directors in delivering a fair and equitable service to all stakeholders. Uphold the commitment made by the Principal on how pupils and parents/carers can be expected to be treated. Support colleagues within the school community. Ensure that you are aware of your responsibility to record and report prejudice related incidents.
Parents/Carers	Take an active part in identifying barriers for the school community and in informing the Board of Directors of actions that can be taken to eradicate these. Take an active role in supporting and challenging the school to achieve the commitment given to the school community in tackling inequality and achieving equality of opportunity for all.

<b>School Community</b>	<b>Responsibility</b>
Pupils	Supporting the school to achieve the commitment made to tackling inequality. Uphold the commitment made by the Principal on how pupils and parents/carers, staff and the wider school community can be expected to be treated.
Local Community Members	Take an active part in identifying barriers for the school community and in informing the Board of Directors of actions that can be taken to eradicate these Take an active role in supporting and challenging the school to achieve the commitment made to the school community in tackling inequality and achieving equality of opportunity for all.

We will ensure that the whole school community is aware of the Equality Policy and our published equality information and equality objectives by publishing them on the Academy website, displaying the Statement of Purpose in the school reception. This policy will be available to anyone who wishes to view or comment on the contents.

#### **4.1 Complaints**

Complaints with regard to this policy will be dealt with via the school's complaints procedure, a copy of which is available from the school office/ website.

### **5. Links to Other Policies and Documentation**

Although this policy is the key document for information about our approach to equalities in line with the Public Sector Equality Duty, we ensure that information about our responsibilities under the Equality Act are also included in our school development plan, self-evaluation review, the school prospectus, school web site and newsletters.

There are also references to inclusion in the behaviour, admissions, SEN and anti-bullying policies as well as minutes of meetings involving directors, the whole staff, and the senior leadership team and school council.

The Equality Act also applies to schools in their role as employers, and the way we comply with this is found in our recruitment policy and Staff Handbook.

## Appendix 1 – Evidence

In order to meet our Equality requirements, we carry out the following actions:

- The school collects information on race, disability and gender with regards to both pupils and staff, e.g. pupil achievement, attendance, exclusions and staff training.
- This information is used to inform the policies, plans and strategies, lessons, additional support, training and activities the school provides.
- The Equality Policy and Plan and Objectives have been shaped by the views, input and involvement of staff, parents, governors, pupils and other stakeholders.
- The school publishes information to demonstrate purposeful action on the general duties.
- The school analyses Pupil achievement in terms of progress and standards for different groups and takes action when trends or patterns indicate a need.
- The school sets Equality Objectives to improve outcomes for vulnerable pupils and monitors progress on reaching these objectives.
- A senior member of staff has responsibility for coordinating the implementation of the policy and monitoring outcomes.
- The school ensures that all staff understand and implement the key requirements of the Equality Policy.
- The school ensures that visitors to the school understand and follow the key requirements of the Equality Policy.
- The curriculum includes opportunities for all pupils to understand and celebrate diversity and difference.
- All groups of pupils are encouraged to participate in school life and make a positive contribution, e.g. through class assemblies and the school council.
- The school monitors bullying and harassment of pupils in terms of difference and diversity (i.e. different groups) and takes action if there is a cause for concern.
- Visual displays and multi-media resources reflect the diversity of the school community.
- Minority ethnic, disabled and both male and female role models and those of vulnerable groups are promoted positively in lessons, displays, discussions and class assemblies.
- The school takes part in annual events such as Black History Month and Anti-Bullying Week, to raise awareness of issues around race, disability and gender.
- The school environment is increasingly accessible possible to pupils, staff and visitors to the school.
- Open evenings and other events which parents, carers and the community attend are held in an accessible part of the school.
- The accessibility needs of parents, pupils and staff are considered in the publishing and sending out of information.
- The Board of Directors is increasingly representative of the community it serves; procedures for the election of parent governors are open to candidates and voters who are disabled.

## Appendix 2 – Equality Information

### 1. Context

Cloughwood is a single sex special school. There are up to 70 pupils on roll, all with a statement of special educational need for SEMH, who would otherwise be placed out of county.

### 2. Pupil information by protected characteristic, as at October 2019:

<b>GENDER</b>	<i>Number</i>	<i>%age</i>
Boys	65	100%
Girls	0	0%

<b>ETHNICITY</b>	<i>Number</i>	<i>%age</i>
White/ White British	62	95.38%
Gypsy Roma	0	0%
Any other ethnic background	3	4.62%

<b>RELIGION AND BELIEF</b>	<i>Number</i>	<i>%age</i>
Christian	12	18.46%
No religion	12	18.46%
Other religion	2	3.08%
None given	39	60.0%

<b>HOME LANGUAGE</b>	<i>Number</i>	<i>%age</i>
English	65	100%

<b>SEND</b>	<i>Number</i>	<i>%age</i>
Education and Health Care Plan	65	100%
<b>Primary Need</b>		
SEMH	65	100%
<b>Other Needs (N.B Some pupils have multiple needs)</b>		
Autism	16	24.62%
ADHD	26	40.00%
Speech & Language	5	7.69%
MLD	4	6.15%
Other difficulty	10	15.38%

<b>LOOKED AFTER</b>	<i>Number</i>	<i>%age</i>
Yes	7	10.8%
No	58	89.2%

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<b>FREE SCHOOL MEALS</b>	<i>Number</i>	<i>%age</i>
Entitled	39	60%

<b>PUPIL PREMIUM</b>	<i>Number</i>	<i>%age</i>
	52	80%

<b>INCIDENTS IN THE PREVIOUS YEAR</b>	<i>Number</i>
Racism	37
Homophobia	12

*We have chosen not to include information within this summary regarding certain protected characteristics where we are concerned about the sensitivity or confidentiality of the data, including data relating to sexual orientation and gender identity.*

*As part of our compliance with the Equality Act we have also considered which information is suitable for publication. We consider it is not appropriate for us to collect some information from pupils in relation to some of the protected characteristics.*

*Age as a protected characteristic does not apply to pupils in schools therefore this has not been included as part of the published equality data.*

This information will be updated and published annually.

### Appendix 3 – Equality Objectives

The following objectives have been identified and will be included in the Academy Development Plan for 2019 onwards, to be reviewed by 2023 at the latest.

Equality Objective	Actions	How to monitor	Lead/Team	Timeframe
To reduce the incidents of the use of homophobic, racist and sexualised language by pupils in school.	<p>For pupils to understand the impact these actions have on others:</p> <ul style="list-style-type: none"> <li>• Arrange an assembly with PCSO/guest speaker</li> <li>• Review PSHE curriculum</li> <li>• Arrange Health Day and celebrate Anti-Bullying Week</li> </ul> <p>For staff to have confidence in dealing with these incidents:</p> <ul style="list-style-type: none"> <li>• Staff training in reporting procedures</li> <li>• Update reporting forms</li> </ul>	Report all incidents on a termly basis to governors via Governor Dashboard.	Acting Head of Care. Principal. Safeguarding Governor. DSL VP (PDBW)	<p><b>COMPLETED - ONGOING</b></p> <p>Sept 2019 – July 2020</p> <p>Review PSHE Dec 2019.</p>
All pupils to make expected levels of progress, regardless of whether or not they have a protected characteristic.	<p>Closely monitor outcomes by groups and individuals to ensure no group sits outside expected level of attainment.</p> <p>Any group/individual sitting outside the expected level of attainment would receive additional intervention / support.</p>	Data reported to LGB at least termly.	VP (C & S)	<p>July 2020</p> <p><b>COMPLETED - ONGOING</b></p>
Promote cultural development and understanding, and recognise and celebrate the diversity within modern Britain.	<ul style="list-style-type: none"> <li>• PSHE and Citizenship curricula</li> <li>• International Week</li> <li>• Black History Month</li> <li>• Themed assemblies (RE)</li> <li>• Ensure curriculum displays around school promote diverse role models.</li> <li>• Encourage links within the community and further afield.</li> </ul>	Through PSHE policy and curriculum. Curriculum trips. Rewards SMSC review Newsletters and website. Principal's termly report to Board. Enrichment	VP (C & S) PSHE coordinator. Principal.	<p><b>COMPLETED - ONGOING</b></p> <p>Review Dec 2019</p>