



St Anne's Academy

Single Equality Policy

Reviewed and approved by	Endorsed by (if appropriate)	Date of next review
The Standards Committee Spring 2012	The Governing Body on	Spring 2016



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1. Introduction

1.1 The aims of the Academy are to:

- be an inspirational community for lifelong learning, underpinned by Christian faith, values, principles and ethos;
- be an inclusive centre of learning;
- recognise the unique value and individuality of every person and to provide personalised learning routes, coaching and support for everyone;
- model high expectations;
- assist and support the regeneration and transformation of the local community.

This Complaints Policy and Procedure has, in keeping with all the Academy's policies, been drawn up with reference to the above aims.

Single Equality Policy

2 Policy Statement

St Anne's Academy seeks to achieve an environment in which all are treated equally and in which discrimination is not tolerated. St Anne's Academy is committed to promoting equality of opportunity regardless of disability, race, religion or belief, gender; sexual orientation, age or any other criteria which is irrelevant to a person's learning or employment at St Anne's Academy. Through its policies and procedures St Anne's Academy will promote inclusion, challenge discrimination and value and celebrate the diversity of its staff, students and visitors.

We will treat all current and potential employees, students, trainees, contractors and visitors with respect and dignity and establish a culture where diversity is valued. We aim to establish a constructive and positive working and learning environment, free from harassment, discrimination and victimisation. We will celebrate and value diversity in human experience and circumstances.

2.1 Age

People of all ages should benefit from Academy life and we are committed to the provision of a variety of strategies and practices that cater for all ages and take into account individual circumstances and needs.

St Anne's Academy is committed to challenging stereotyping and marginalisation based on age. We recognise that people of all ages can make a positive contribution to St Anne's Academy based on their own experiences and skills. We will provide work, education and training opportunities for people regardless of age, ensuring that Academy policy and practice reflects positive images of people of all ages and the curriculum provides the opportunity for every learner to reach their full potential.

2.2 Disability

St Anne's Academy is committed to promoting access to people with disabilities. A further commitment is to work towards supporting and enabling students and staff with physical disabilities, sensory impairments, specific learning difficulties, special psychological needs and medical conditions which may have an impact on day-to-day activities, to take part in all aspects of St Anne's Academy's academic, working and social programmes.

2.3 Gender

St Anne's Academy is committed to ensuring that both female and male staff and students are given equal access to all areas of Academy life; appropriate non-sexist language is used and stereotypical views are challenged. St Anne's Academy will not enquire about a person's marital status.

2.4 Gender Reassignment

St Anne's Academy is committed to upholding equal rights of transgendered people and will support a member of St Anne's Academy who intends to, is undergoing or has undergone gender re-assignment.

2.5 Pregnancy

St Anne's Academy is committed to supporting and enabling students and staff who are pregnant, to take part in all aspects of St Anne's Academy's academic, working and social programmes.

2.6 Race

St Anne's Academy values cultural diversity and aims to recognise and counter racism and cultural stereotyping in all its forms. St Anne's Academy undertakes to examine its structures to ensure that they are offering equality of opportunity to all staff and students whatever their ethnic origin or heritage. We will encourage an ethos of understanding and respect for all cultures.

2.7 Religion and Belief

St Anne's Academy respects the right of individuals to hold their own religious and philosophical beliefs. Individuals are expected to respect the views and beliefs of others. The expression of intolerant beliefs and opinions that infringe the rights of others is not acceptable.

2.8 Sexual Orientation

St Anne's Academy is committed to welcoming individuals of all sexual orientations, both employees and students. St Anne's Academy will respond sensitively and supportively whenever individuals raise the issue of their sexuality. St Anne's Academy will be pro-active in promoting a safe and positive environment where lesbian, gay, bisexual and transgendered individuals feel able to choose whether or not to be open about their sexuality and know that their choice will be respected.

2.9 Socio-economic

St Anne's Academy recognises that socio economic disadvantage can affect an individual's life opportunities. St Anne's Academy will seek to ensure that financial and other socio-economic disadvantages will not be a barrier to participation and success of students and employees.

3 Context

This procedure has been written to ensure that governors, members of staff, students, contractors and visitors are aware of the duties placed upon St Anne's Academy by Equality legislation and regulations. It is a comprehensive policy to explain the background, law, and our intentions together with our commitment to equality and diversity.

This policy will apply to all current and potential employees, Students, trainees, contractors and visitors to St Anne's Academy. Contractors are required to indicate that they subscribe to this policy or have to produce an equivalent policy of their own.

St Anne's Academy has an expectation that employees and students follow this policy and any breach may be dealt with under the Staff or Student Disciplinary Procedures as appropriate.

3.1 The Procedure

This procedure is implemented in the context of the following legislation:

- Equal Pay Act 1970
- Health & Safety at Work Act 1974
- The Rehabilitation of Offenders Act 1974
- Sex Discrimination Act 1975
- Race Relations Act 1976
- Disability Discrimination Act 1995/2005
- Employment Rights Act 1996
- Protection for Harassment Act 1997
- Human Rights Act 1998
- Race Relations (Amendment) Act 2000
- Special Educational Needs and Disability Act 2001
- Employment Act 2002
- Sexual Orientation (employment regulations) 2003
- Religious Belief (employment regulations) 2003
- Gender Recognition Act 2004
- The Children's Act 1989/2004
- Age Discrimination (employment regulations) 2006
- Gender Equality Duty 2007
- Racial and Religious Hatred Act 2006
- Equality Act 2010

3.2 Implementation of Policy

St Anne's Academy will ensure that:

- Governors, staff and students are aware of St Anne's Academy's Single Equality Policy and how this will be implemented. St Anne's Academy will also provide training and support to enable staff and students to apply the policy and act within the law.
- Staff and students are aware of the value placed upon equal opportunities and that action will be taken in the event of any breach of the policy.
- Governors and staff have access to comprehensive information, which assists them to plan, implement and monitor actions to carry out their responsibilities.
- All policies and procedures are non-discriminatory and anti oppressive and that monitoring and positive action processes are regularly reviewed.

3.3 Monitoring Our Progress

St Anne's Academy will monitor and review on an annual basis the impact of this policy. Information will be published and made available to staff and students as appropriate.

3.4 Positive Action

In certain circumstances the law allows Positive Action as a way of overcoming inequality.

Positive Action allows St Anne's Academy to:

- Provide facilities and services, in training education and welfare to meet the special needs of people from particular equality groups.
- Target education and training at particular equality target groups that are under-represented in a particular area of work or study.
- Encourage applications from particular equality target groups that are under-represented in particular work areas or curriculum areas.

Positive action strategies are intended to be temporary measures only. They must be kept under regular review and cannot be used once the under-representation no longer exists. St Anne's Academy will ensure that when using positive action as a strategy it falls within the law.

3.5 Breaches of the Policy and Complaints

- Actions which are in breach of this policy will be treated as offences under the Disciplinary Policy [staff] or Pastoral System [students].
- Staff and students who feel they are being discriminated against should seek resolution through the Grievance Procedure [staff] or Pastoral System [students].
- Staff or students who feel that they have experienced discrimination from members of the public will receive support from St Anne's Academy and the Academy will take appropriate action against the individual.
- Prospective students who consider that they have been unfairly treated with respect to their application or are dissatisfied with some aspect of the recruitment and selection procedure should write giving details to the Complaints Investigator. All complaints will be investigated and the prospective student informed of any action taken.
- Applicants for employment who feel that they have been unfairly treated with regard to their application or are dissatisfied with some aspect of the recruitment and selection procedure should write to the Complaints Investigator. All complaints will be investigated and the applicant informed of any action taken.



3.6 Publicising Our Policy

3.6.1 To students, prospective students and other members of the public

- St Anne's Academy's commitment to equality will be highlighted on the website and student shared area.
- Monitoring information will be included in the annual report where this does not contravene confidentiality.
- The induction programme for students will include St Anne's Academy's commitment to equality and diversity, outlining any action to be taken by students who experience discrimination and the actions taken against the perpetrators of discrimination.
- Tutors will reinforce this information during tutorials.

3.6.2 To staff

- A copy of the policy will be included on the staff intranet.
- The staff induction will include an overview of St Anne's Academy's commitment to equality. It will also outline procedures with regard to reporting cases of discrimination and the actions taken against perpetrators.

3.7 Review and Consultation

The Standards Committee will review this policy every four years. As part of the review the Committee will seek to take into account the views of stakeholders including students and staff and the local community.

4 Roles and Responsibilities

4.1 The Governing Body is responsible for:

- Having ultimate responsibility to ensure that St Anne's Academy complies with Equality Legislation and the Codes of Practice supporting it.
- Ensuring that the Single Equality Policy is followed and this will be achieved through the consideration of an annual report.
- Ensuring that St Anne's Academy Governing Body reflects the diversity of the Community served.
- Ensuring that St Anne's Academy's Development Plan includes a commitment to equality.
- Ensuring that Equality Training is part of St Anne's Academy's Development Plan.
- Being aware of the Academy's Statutory Duties in relation to equality legislation as an employer and service provider.
- Receiving and responding to the monitoring information provided annually.



4.2 The Standards Committee is responsible for:

- Overseeing the continuing application and development of the Single Equality Policy.
- Reporting annually to the Governing Body on Equality issues.
- Advising on the formulation of associated policies and procedures.

4.3 The Principal and Strategic Leadership Team are responsible for:

- Giving a consistent high profile lead on equality issues and promoting equality both internally and externally.
- Working with the Governing Body and Standards Committee to ensure that the Single Equality Policy and Equality Action Plan are implemented effectively.
- Ensuring that appropriate action is taken against individuals on Academy premises and working on behalf of St Anne's Academy who do not act in accordance with the policy.

4.4 All Staff with Leadership Responsibilities will ensure that:

- They take the lead in creating a positive, inclusive ethos that challenges inappropriate language and behaviour.
- They are aware of St Anne's Academy's statutory duties in relation to Equality Legislation.
- All aspects of Academy policy, procedures and activities are sensitive to matters of equality.
- Equality and Diversity monitoring data is collected and analysed.
- Lesson Observation Reports include criteria on equality and diversity issues where appropriate.
- Internal verification procedures include scrutiny of equality and diversity issues.
- The procedures for recruitment and promotion of staff model best practice in equality.
- St Anne's Academy's publicity materials present appropriate and positive messages about minority groups.
- Student induction programmes and tutorials reflect St Anne's Academy's commitment to promote equality.
- Appropriate training and development is provided for both staff and students to support the appreciation and understanding of diversity.

4.5 All Staff are responsible for ensuring that:

- They are aware of St Anne's Academy's statutory duties in relation to Equality Legislation.
- Schemes of work, lesson content and teaching resources demonstrate sensitivity to issues of diversity.
- They challenge witting and unwitting discrimination and inappropriate language and behaviour by staff, students and visitors.



4.6 All Students are responsible for ensuring that:

- They create and maintain an environment where harassment and discrimination are considered unacceptable.
- They support and comply with the aims of the Single Equality Policy.
- They understand the consequences of contravening Equality Legislation and St Anne's Academy Single Equality Policy.

4.7 Partners, Contractors and Service Providers

- All partners, contractors and service providers will be responsible for adhering to any equality guidelines in agreements or contracts.
- St Anne's Academy is committed to ensuring that those organisations with which it works and employs will demonstrate their commitment to equality and diversity and have policies and procedures in place to achieve this.

5 Location and Access to the policy

This document will be held on St Anne's Academy staff intranet, the student shared area and on St Anne's Academy website. The document will be made available on request to external parties as required and may be converted to other formats if appropriate (Braille, Large Print, Language Translated, etc.).