

Single Equality Scheme



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Our Vision and Values

1. The Christian values of love and compassion for others; kindness tolerance and respect are at the heart of our learning journey together as The Pilgrim Federation.
1. We believe that learning should be creative, innovative, inspiring and irresistible.
2. Staff, parents, governors, children and the local community all play their part in our learning and in achieving excellence in everything we do.

Introduction

Under 'The Equalities Act 2010' schools must have due regard to the three aims of the duty which are to:

1. eliminate unlawful discrimination, harassment or victimisation
2. promote equality between those who share a protected characteristic and those who do not
3. foster good relations between those who share a protected characteristic and those who do not

The protected characteristics for the schools provisions are:

- Disability.
- Gender reassignment.
- Pregnancy and maternity.
- Race.
- Religion or belief.
- Sex.
- Sexual orientation.

Age and being married or in a civil partnership are not protected characteristics for the schools provisions for pupils but are for adults.

The Pilgrim Federation is committed to ensuring the equality of education and opportunity for all pupils, staff, parents and carers receiving services from the four schools irrespective of race, gender, sexual orientation, age, disability, faith or religion or socio - economic background. We aim to develop a culture of inclusion and diversity in which all those connected to the school feel proud of their identity and able to participate fully in school life.

The Pilgrim Federation strives to ensure that the culture and ethos of the school reflects the diversity of all the members of the school community where everyone is equally valued and treats one another with respect and fairness. Pupils are provided with the opportunity to experience, understand and celebrate diversity.

The Pilgrim Federation will not tolerate harassment of any kind. We are committed to combating all forms of discrimination.

The achievement of pupils will be monitored by race, gender and disability and we will use this data for effective action planning that will support pupils, raise standards and ensure inclusive teaching.

The Pilgrim Federation intends that its workforce reflects Norfolk's diversity at all levels of the organisation. We aim to be an inclusive employer that positively values the contributions of all employees. Through both our employment policies and strategies we aim to achieve equality for all sections of the workforce and the community we serve. At The Pilgrim Federation we work towards eliminating all discrimination on the grounds of race, gender, sexual orientation, age, disability, faith or religion or socio - economic background. We believe that pupils, employees and other service users should be treated with respect, and dignity at all times and that we will not tolerate bullying, harassment or victimisation of any groups or individuals.

Race Equality Policy

We acknowledge that the Stephen Lawrence Enquiry definition of a racist incident is 'any incident which is perceived to be racist by the victim or any other person'.

Incidents may be: physical, verbal, stereotypical, racist jokes, literature, graffiti, exclusion or ostracism.

The Pilgrim Federation believes that racism is wrong and it will not tolerate racist attitudes among its staff, pupils or those who visit the school. Staff, when they encounter it or when it is brought to their attention, will always challenge racist attitudes and behaviour. The school will not tolerate racist taunting or bullying and in certain cases will contact the police, especially if parents are involved.

The federation, through its basic curriculum, seeks to recognise the multi-cultural nature of Britain in the 21st Century. The school regards a multi-cultural society as a positive feature of modern Britain, one that celebrates a rich cultural diversity. As part of the specific PSHE and British Values education for all pupils there will be work focusing on living in a multi-cultural society and the need to combat racist attitudes and discrimination.

Federation staff will report all racist incidents to the Executive Headteacher who will record them and report them to the local authority.

Disability Equality Policy

A person with disabilities is someone who has a physical or mental impairment that has an adverse, substantial and long term effect on their ability to carry out normal day to day activities. People automatically meet the disability definition from the day they are diagnosed with HIV infection, cancer or multiple sclerosis.

The Pilgrim Federation promotes equality for disabled people by:

- Removing barriers to accessibility, particularly in relation to education, employment and access to services, information and buildings;
- Encouraging good practice by our partners through our advisory capacity;

The federation tackles discrimination against disabled people by:

- Promoting positive images of disabled people;
- Challenging patronising or discriminating attitudes;
- Making the environment as safe as possible for and challenging antisocial or bullying behaviour against, or harassment of, disabled learners, staff and families.

The federation supports disabled learners to achieve their full potential by:

- Providing where possible, support, assistance and care to disabled learners to enable them to lead independent lives;
- Supporting the formation of groups, networks and services for disabled learners and disabled employees of the school and people who are disabled in the community;
- Supporting disabled learners, staff and carers according to their individual need.

The federation works in partnership with disabled learners and their carers and staff by:

- Enabling disabled learners, their families and disabled staff active participation;
- Involving disabled learners, their families and disabled staff in the changes and improvements we make;
- Consulting with disabled learners, their families and disabled staff on issues affecting them rather than with people acting on their behalf.

The federation welcomes the requirements of the Disability Equality Duty and has due regard to the need to:

- Promote equality of opportunity between disabled people and other people.
- Eliminate discrimination that is unlawful under the Disability Discrimination Act (1995).
- Eliminate disability related harassment.
- Promote positive attitudes towards disabled people.
- Encourage participation of disabled people in public life.
- Take steps to meet disabled people's needs, even if this requires more favourable treatment.
- Monitor staff and learners by disability.

Gender Equality Policy

The Pilgrim Federation is committed to ensuring equal treatment of all its employees, pupils and any others involved in the school community, regardless of gender. We will ensure that neither males nor females are treated less favourably in any procedures, practices or aspects of service delivery.

The federation will not tolerate harassment of people based on their gender or transgender status.

The federation welcomes the statutory Gender Equality Duty. In compliance with the General Duty, the federation has due regard for the need to:

- Eliminate unlawful sexual discrimination
- Eliminate sexual harassment
- Promote gender equality

By sexual harassment we refer to behaviour or remarks based on a person's sex or gender, perceived to be unpleasant, threatening, offensive or demeaning to the dignity and self-esteem of the recipient or subject.

Transgender

Transgendered people are explicitly covered by the gender equality duty. The term transgender refers to a range of people who do not feel comfortable with their birth gender. The federation will respect the confidentiality of those seeking gender re-assignment and will provide a supportive environment within its schools communities.

Homophobia

The Pilgrim Federation is committed to challenging any form of homophobia and follows the guidance published in May 2014 by the Church of England Archbishops' Council 'Valuing All God's Children'.

Homophobia is 'fear, rejection or aversion often in the form of stigmatized attitudes or discriminatory behaviour towards those who are, or are perceived to be gay'.

Homophobic bullying is 'bullying on the basis of actual or perceived sexual orientation or gender identity'.

Homophobia can be through the use of language, verbal or physical abuse.

Other equality policies

This policy should be read along with the following Pilgrim Federation policies:

Behaviour

Anti-Bullying

Safeguarding

PREVENT

Staff code of conduct

SEND Information report

Collective worship