



LUKE PICKETT

EQUALITY POLICY

Issued: July 2019

Review Date: July 2021

LEGAL FRAMEWORK

Luke Pickett welcomes his duties under the Equality Act 2010 to eliminate discrimination, advance equality of opportunity and foster good relations in relation to disability, ethnicity, sex (gender), religion/belief, sexual orientation, and gender identity.

Luke Pickett recognises and acts on all opportunities to promote community cohesion.

Luke Pickett recognises that these duties and intentions 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.

GUIDING PRINCIPLES

In fulfilling the legal obligations and intentions cited above, Luke Pickett is guided by five principles:

Principle 1: All learners are of equal value

Luke Pickett sees all learners/potential learners, and their parents and carers, as of equal value:

- whether or not they are disabled
- whatever their ethnicity, culture, national origin or national status
- whatever their sex (gender)
- whatever their gender identity
- whatever their religious or non-religious affiliation or faith background
- whatever their sexual orientation

Principle 2: Recognise and respect difference

Treating people equally (Principle 1 above) does not necessarily involve treating them all the same. Luke Pickett's policies, procedures and activities must not discriminate but must nevertheless take account of differences of life-experience, outlook and background, and in the kinds of prejudice that people may face, in relation to:

- disability, so that reasonable adjustments are made
- ethnicity, so that different cultural backgrounds and experiences are recognised
- sex (gender), so that the different needs and experiences of girls and boys, and women and men, are recognised
- religion, belief or faith background
- sexual orientation
- gender identity

Principle 3: Foster positive attitudes/relationships, and a shared sense of cohesion/belonging

Luke Pickett intends that his policies, procedures and activities should promote:

- positive attitudes towards disabled people, good relations between disabled and non-disabled people, and an absence of harassment of disabled people
- positive interaction, good relations and dialogue between groups and communities different from each other in terms of ethnicity, culture, religious affiliation, national origin or national status, and an absence of prejudice-related bullying and incidents
- mutual respect and good relations between boys and girls, and women and men, and an absence of sexual, homophobic, and gender identity based harassment

Principle 4: Aim to reduce and remove inequalities and barriers that already exist

In addition to avoiding or minimising possible negative impacts of his policies, Luke Pickett takes opportunities to maximise positive impacts by reducing and removing inequalities and barriers that may already exist in relation to:

- disabled and non-disabled people
- people of different ethnic, cultural and religious backgrounds
- girls and boys, women and men
- sexual orientation
- gender identity

Principle 5: Society as a whole should benefit

Luke Pickett intends that his policies and activities should benefit society as a whole, by fostering greater social cohesion and greater participation in public life of all groups and individuals in relation to:

- disability
- religion/belief
- sexual orientation
- sex (gender)
- gender identity
- ethnicity
- age

THE CURRICULUM

Luke Pickett keeps each curriculum area under review in order to ensure that teaching and learning reflect the relevant principles set out above.

ETHOS AND ORGANISATION

Luke Pickett ensures the relevant principles listed above apply to the full range of policies and practices, including those that are concerned with:

- pupils' progress, attainment and achievement
- pupils' personal development, welfare and well-being
- teaching styles and strategies
- attendance
- professional development
- care, guidance and support
- behaviour and discipline
- working in partnership with schools, parents, carers and guardians
- working with the wider community

ADDRESSING PREJUDICE AND PREJUDICE-RELATED BULLYING

Luke Pickett is opposed to all forms of prejudice which stand in the way of fulfilling the legal duties referred to above:

- prejudice around disability and special educational needs
- prejudice around racism and xenophobia
- prejudice reflecting sexism and homophobia
- prejudice against gender identity issues

Luke Pickett holds an Anti-Bullying Policy, which should be referred to in the event of bullying concerns.

ROLES AND RESPONSIBILITIES

All schools and out-of-school organisations will have an equality policy. Luke Pickett also holds an equality policy. In the event of equality concerns the policy of these organisations will be followed. The governing body of schools and committee of out-of-school organisations is responsible for ensuring that the school or organisation complies with legislation, and that their policies and related procedures and action plans are implemented.

The head teacher of the school, or manager of an out-of-school organisation is responsible for taking appropriate action in any cases of unlawful discrimination.

Luke Pickett will:

- promote an inclusive and collaborative ethos
- deal with any prejudice-related incidents that may occur
- plan and deliver curricula and lessons that reflect the relevant principles above
- support pupils for whom English is an additional language
- keep up-to-date with equalities legislation relevant to his work.

RELIGIOUS OBSERVANCE

Luke Pickett respects the religious beliefs and practice of all staff, pupils and parents, and complies with reasonable requests relating to religious observance and practice.

DEVELOPMENT AND TRAINING

Luke Pickett ensures that he receives regular appropriate training and professional development.

BREACHES OF THE POLICY

Breaches of this policy will be dealt with in the same ways that breaches of other school or out-of-school organisation policies are dealt with, as determined by the Head Teacher, Governing Body or Committee.

FEATURES OF THIS POLICY:

The policy contains the following features:

- The term ethnicity is used in preference to race or racial group, on the grounds that it better reflects the intentions and concerns of race relations legislation.
- There are references where appropriate to religious affiliation and identity.
- There are references where appropriate to sexual identity and to challenging homophobia.
- The promotion of community cohesion is integrated into the policy.
- The phrasing at certain points reflects the specific duties required by the Equality Act 2010.

Review

This policy will be reviewed annually.

Signed: 

Date: July 2019

Mr Luke Pickett
Peripatetic Teacher

