

# Spires Federation

## Policy

OPENING  
DOORS



OPENING  
MINDS

## Equality and Diversity Policy

Date : May 2023

Review Date: May 2025

At **The Spires Federation** we welcome our duties under the Equality Act 2010. The school's general duties, with regards to equality are:

- Eliminating discrimination.
- Fostering good relationships.
- Advancing equality of opportunity.

We will not discriminate against, harass or victimise any pupil, prospective pupil, or other member of the school community because of their:

- Gender
- Age
  
- Race.
- Disability.
- Religion or belief.
- Sexual orientation.
- Gender reassignment.
- Pregnancy or maternity
- Marital status.

**The Spires Federation** aims to promote pupils' spiritual, moral, social, and cultural development, with special emphasis on promoting equality, diversity and eradicating prejudicial incidents for pupils and staff. Our Federation is committed to not only eliminating discrimination, but also increasing understanding and appreciation for diversity.

### **Aims to eradicate discrimination**

**The Spires Federation** believes that a greater level of success from pupils and staff can be achieved by realising the uniqueness of individuals. Creating a prejudice-free environment where individuals feel confident and at ease is a commitment of the Federation. This environment will be achieved by:

- Being respectful.
- Always treating all members of the school community fairly.
- Developing an understanding of diversity and the benefits it can have.
- Adopting an inclusive attitude.
- Adopting an inclusive curriculum that is accessible to all.
- Encouraging compassion and open-mindedness.

This is well reflected in our Motto:



In our Vision:

To provide an aspirational education which inspires all to SHINE in our community so that they are happy, confident and equipped for life in all its fullness.

And through our Values:



We are committed to having a balanced and fair curriculum. We believe that our pupils should be exposed to ideas and concepts that may challenge their understanding to help ensure that pupils learn to become more accepting and inclusive of others. Challenging and controversial concepts will be delivered in a way that prevents discrimination, and instead promotes inclusive attitudes. We will also respect the right of parents to withdraw their children from classes which pose conflicts to their own beliefs.

### Dealing with prejudice

The Spires Federation does not tolerate any form of prejudice-related incident. Whether direct or indirect, we will always challenge discrimination against all members of our school community. When an incident is reported, through a thorough reporting procedure, our school is devoted to ensuring appropriate action is taken and a resolution is put into place which is both fair and firm.

At **The Spires Federation**, our pupils are taught to be:

- Understanding of others.
- Celebratory of cultural diversity.
- Eager to reach their full potential.
- Inclusive.
- Aware of what constitutes discriminatory behaviour.

The Federation's employees will not:

- Discriminate against any member of the Federation.
- Treat other members of the Federation unfairly.

The Federation's employee's will:

- Promote diversity equality.
- Encourage and adopt an inclusive attitude.
- Lead by example.

### **Equality and dignity in the workplace.**

The Spires Federation does not discriminate in any way against the following protected characteristics.

- Age.
- Gender
- Disability.
- Gender reassignment.
- Marital or civil partner status.
- Pregnancy or maternity.
- Race, colour, nationality, ethnic or national origin.
- Religion or belief.
- Sex or sexual orientation.

Equality of opportunity and non-discrimination extends to the treatment of all members of the Federation community.

The steps involved in meeting the needs of disabled persons that are different from the needs of persons who are not disabled include, in particular, steps to take account of disabled persons' disabilities. Compliance with the duties in this section may involve treating some persons more favourably than others: but that is not to be taken as permitting conduct that would otherwise be prohibited by the relevant legislation.

All staff members are obliged to act in accordance with the school's various policies relating to equality.

We will guarantee that no redundancy is the result of direct or indirect prejudice. All disciplinary procedures are non-prejudicial, whether they result in warnings, dismissal, or any other disciplinary action.

### **The role of the Governing Body**

The Governing Body is the “responsible body” for ensuring that the Federation meets the requirements of equality legislation. Essentially this means they should:

- Ensure the Federation takes all reasonable steps to ensure that its employees do not carry out unlawful discriminatory actions or behaviour.
- Support and guide the Federation to have “due regard” for equality in all its functions.
- Ensure the Federation complies with the Equality Duty and meets the two “specific duties” for schools.

### **What's next?.**

Prejudice is not tolerated at **The Spires Federation** and we are continuously working towards a more accepting and respectful environment for all in our Federation’s community.

### **Spires Federation Equality objectives 2022-2025**

1. By July 2024, there will be a balance between boys’ and girls’ attainment in meeting the expected standard in mathematics by the end of KS1.
2. By July 2025, the most vulnerable 20% of pupils will meet the expected standard in the multiplication check by the end of Year 4.
3. To monitor and analyse boys’ achievement in Reading there will be a balance between boys’ and girls’ attainment in meeting the expected standard by the end of KS2 2025
4. By September 2024, 90% of staff will feel confident to ensure high quality pupil understanding of difference, equality and diversity and anti-racism.