

Introduction

As part of our schools federation we believe everyone deserves to be treated equally regardless of:

- Race
- Disability
- Gender
- Age
- Sexual orientation
- Religion and belief

Our single Equality Scheme brings together the school's approach for promoting equality in our policies and procedures and, most importantly, in our day-to-day practices and interactions with the whole school day community.

Our scheme includes our whole school: students, staff, governors, parents and carers and all of those within our extended school community.

We acknowledge that it is very important for us all to work together in achieving our aim of being fully inclusive and accessible for our children and young people.

Whether you are a member of staff or a visitor to our school we ask that you pay attention to the information in this leaflet whilst on our school site.

Your duties

As a visitor to our community or a member of our institution, we ask that you:

- Respect the rights of all the people you meet
- Ensure that your actions reflect the duties we have outlined in this guide

Reporting issues

Like any organisation, we cannot get it right 100% of the time. If you feel that you have identified an area for improvement here a number of ways to communicate this:

- You can talk in confidence to a member of our staff
- You can talk directly to our Senior Members of staff with responsibility for Equalities:
Miss C Gammons - APHS
Mrs J Lavender - WPNS
- You can write to us to express your concerns

If you feel you have witnessed a racist or any other incident we ask that you raise this immediately with a member of staff or your line manager.

If you would like this information in an alternative format that would better suit your needs e.g easy to read large print, braille, audio tape or if you would like the scheme to be explained to you in your language, please contact the above members of staff

EQUALITY OF OPPORTUNITY

Wells Schools federation



Quick guide

Spring 2014

01328 710320

01328 710476

OUR DUTIES

Under the statutory duties all schools have responsibilities to promote race, disability and gender equality

Disability equality

The general duty to promote disability equality is owed to all disabled people which means that we must have due regard to:

- Promote equality of opportunity between disabled people and other people
- Eliminate unlawful discrimination
- Eliminate disability related harassment
- Promote positive attitudes towards disabled people
- Encourage participation by disabled people in public life
- Take steps to take account of disabled people's disabilities, even where that involves treating disabled people more favourably than other people

We must ensure that disabled students do not receive less favourable treatment and to do this the school has a duty to make reasonable adjustments.

Race equality

The general duty to promote race equality means that we must have due regard to:

- Eliminate unlawful racial discrimination
- Promote equality of opportunity
- Promote good relations between people of different racial groups

Accessibility

There is specific disability legislation in relation to disabled students and accessibility which means we must plan strategically over time to:

- Increase access to the curriculum
- Make improvements to the physical environment of the school to increase access
- Make written information accessible to students in a range of different ways

Gender equality

The general duty to promote gender equality means that we must have due regard to:

- Eliminate unlawful discrimination and harassment
 - Promote equality of opportunity
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Transgender

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

Community cohesion

We also have a responsibility to promote community cohesion, developing good relations across different cultures, ethnic, religious, non-religious and socio-economic groups. We have incorporated our priorities into our Single Equality Scheme and Action Plan to make it easier to monitor our progress and performance in meeting our objectives.

Age, sexual orientation, religion and belief

We must ensure that we do not discriminate on these grounds. Our scheme includes our priorities and actions to eliminate discrimination and harassment for these equality areas.
