



Hampden House Public Equality Duty Policy and Equality Objectives Statement

Adopted by the Management Committee:

Signed:

Date: 20 June 2018

Chair of Management Committee

Review date: June 2022

Member of staff responsible for review: Headteacher

Context

By its very nature, as a provision for children and young people who have not succeeded in the mainstream education system, the core purpose of Hampden House PRU is to address inequality. Every student on our roll has been disadvantaged, by either their domestic circumstances, childhood experiences, learning difficulties, Social Emotional and Mental Health needs, or a combination of these. By the time they reach Hampden House every student will need to regain lost ground in terms of their academic and social progress.

At Hampden House PRU we believe that diversity is a strength, which should be respected and celebrated by all those who learn, teach and visit here. We are committed to ensuring equality of education and opportunity for all students. Inclusion at Hampden House PRU is about providing equality and excellence for all in order to promote the best possible outcomes for our students. We recognise and celebrate the differences that exist amongst us, treating all people fairly and striving to eliminate discrimination wherever it exists.

This is a whole school statement. Equality applies to all members of Hampden House community: students, staff, Management Committee members, parents/carers, and community members. We ensure that the content of this policy is known to all staff and Management Committee members, and also, as appropriate, to all students and parents/carers.

This policy should be read in conjunction with the Disability and Equality Action Plan, the Statement of Boarding Principles and Practice, the Students with Particular Religious, Dietary, Language or Cultural Needs Policy, the British Values Statement, the Sex and Relationships Education Policy and the Staff Disciplinary Procedure.

Our principles

With regard to equality, we see our first task as equipping students with an awareness of an increasingly diverse society. On these foundations, students will develop a sense of their own place in, and contribution to, contemporary British society. Hampden House acknowledges the complexity of society and recognises that it would be failing the students if it did not prepare them for their integral part in it. Thus:

1. Discrimination on the basis of colour, culture, origin, creed, gender, sexual orientation, ability and disability, political and religious belief is unacceptable in this school.
2. Every student, member of staff and Management Committee member will endeavour to further this objective by personally contributing towards a happy and caring environment and by showing respect for, and appreciation of, each other as individuals.

3. The primary objective of this school will therefore be to educate, develop and prepare all our students, whatever their background, for life.
4. An equal opportunities philosophy will be practised by all staff.

Equality Act 2010

On 1 October 2010, the Equality Act 2010 replaced all existing equality legislation such as the Race Relations Act, Disability Discrimination Act and Sex Discrimination Act. It has consolidated this legislation. The Management Committee of Hampden House PRU is responsible for ensuring that Hampden House meets the requirements of the Equality Act. The Management Committee welcomes this responsibility and will:

- Ensure that everything Hampden House does is fair, non-discriminatory and not put individuals or groups of people at a disadvantage.
- Ensure Hampden House takes all reasonable steps to see that its employees do not carry out unlawful discriminatory actions or behaviour.
- Support and guide Hampden House to have due regard for equality in all its functions.
- Ensure Hampden House complies with the two specific duties to publish equality information and objectives.
- Ensure the success of every student, equal opportunity is at the heart of our vision with an insistence on positive outcomes for all.

The Headteacher is responsible for implementing the policy; for ensuring that all staff are aware of their responsibilities and are given appropriate training and support; and for taking appropriate action in any cases of unlawful discrimination.

How will we put this into practice?

1. Admission

Hampden House follows the Local Authority Admission Policy, which does not permit gender, race, colour or disability to be used as a criteria for admission. This will be revised as the Local Authority change recommendations.

2. Registration

Students' names should be accurately recorded and correctly pronounced. Students should be encouraged to accept and respect names from other cultures.

3. Discrimination

All forms of discrimination by any person within Hampden House are to be treated seriously. A record must be kept of such incidents, whether they take place in the

playground, corridors or teaching areas. It should always be made clear to offending individuals that such behaviour is unacceptable and further action could be taken.

3.1 Students

If there are subsequent incidents, then the appropriate senior staff member should be informed and consideration should be given to involving the parent/carers. Racist and political symbols, badges and insignias on clothing and bags are forbidden in school. Graffiti should be immediately removed.

3.2 Staff

Hampden House values diversity amongst the staff. In all staff appointments, the best candidate will be appointed, based on strict professional criteria. All staff should be aware of possible cultural assumptions and bias within their own attitudes.

4. The Curriculum

All students must have equal opportunity of access to Hampden House's curriculum. Staff must be constantly aware that their own expectations affect the achievement, behaviour and status of each student. The curriculum will be broad, balanced and objective and will celebrate diversity.

5. Language

Hampden House views linguistic diversity positively and staff should be aware of the language, accent and dialect spoken by students and their families. Staff must be conscious of any racist or sexist connotations in the language they themselves use. Students and staff must feel that their language, accent and dialect is valued.

6. Resources

Hampden House's aim is to provide for all students according to their needs, irrespective of ability or ethnic origins. Whenever possible, will must ensure that the resources used in all curriculum areas are multicultural and non-discriminatory. Variety should be evident in the examples, stories and information offered to children. Students should have access to accurate information.

The Public Sector Equality Duty

Since April 2011, schools have been bound by a part of the Equality Act 2010 called the public sector equality duty. The equality duty replaces the previous three sets of duties on schools to promote disability, gender and race equality through having equality policies and action plans for these groups. Whilst there is now no requirement for schools to have these equality policies, schemes and/or action plans the Management Committee will ensure that there will be no discrimination, harassment or victimization of a student or potential student because of their race, sex, disability, religion or belief, or sexual orientation, in

accordance with the “protected characteristics” in the Equality Act. These ‘protected characteristics’ are:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

Note : The protected characteristics of age and marriage and civil partnership apply to schools as employers, but not in relation to their provision for students.

The equality duty has two parts: the general duty and specific duties.

The general duty

The general duty is the overarching legal requirement for schools and means they must consider how their policies, practices and day-to-day activities impact students and staff. Schools are required to have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation
- Advance equality of opportunity
- Foster good relations

The specific duties

The two specific duties for schools aim to assist them in meeting the general duty. These are:

- To publish information to show how they are complying with the equality duty. This must be updated at least annually.
- To prepare and publish one or more specific and measurable equality objectives at least every four years.

As a school we will publish information how we are performing in relation to the aims of the equality duty. We will ensure that the content of this policy is known to all staff and Management Committee members, and also, as appropriate, to all students and parent/carers.

How will we achieve equality?

Hampden House makes reasonable adjustments to ensure equality and that no student is placed at a disadvantage. To make these reasonable adjustments we:

- plan ahead
- identify potential barriers
- work collaboratively
- identify practical solutions through a problem-solving approach
- ensure staff have the necessary skills
- monitor the effects of the adjustments and this policy
- consider the effect of any proposed change upon all members of the Hampden House community and the available resources

Equality Objectives

The Management Committee have set the following Equality Objectives for the four academic years commencing 2017-18:

These will be monitored by the Management Committee regularly, and reviewed at least annually in the summer term.

- Narrowing gaps in attainment between that of students who have typically lost ground academically before attending Hampden House, and national expectations.
- Ensure effective use of Pupil Premium, monitoring its impact on disadvantaged students.
- Improve students' knowledge, interpersonal skills and attitudes to them students to achieve positive outcomes.