

# THE WESTGATE SCHOOL

Hampshire's First 4-16 'All Through' School

*"The Westgate School is a community of learners where partnerships inspire success for all learning together – achieving excellence"*

**Headteacher: Mrs F A Dean, MA (Ed)**

<b>Initial Policy date</b>	<b>November 2008</b>	<b>Next scheduled review</b>	<b>March 2023</b>
<b>Governor approved</b>	March 2022	Key person/people	SDHT/DSL
<b>Model Policy</b>	Yes (MOPP v.2018)	Model localised	Yes - Feb 2021
<b>Pupil leadership team review</b>	Y March 2022		

## **THE WESTGATE SCHOOL EQUALITY POLICY (including Equality Information and Objectives)**

### **Introduction**

We welcome our duties under the Equality Act 2010 as both a provider of education and as an employer.

We believe that all pupils and employees should have the opportunity to unlock their full potential whatever their background, identity and circumstances. We are committed to creating a community that recognises and celebrates difference within a culture of respect and co-operation. We appreciate that a culture which promotes equality will create a positive environment and a shared sense of belonging for all who work, learn and use the services of our school. We recognise that equality will only be achieved by the whole school community working together – our pupils, employees, governors and parents/carers.

This document outlines the principles which will guide our approach to working with our school community and enabling an open culture.

For employees and prospective employees, this policy should be read in conjunction with the school's Recruitment Policy.

### **National and Legal Context**

We recognise that we have duties under the Equality Act 2010 in relation to the school community to eliminate discrimination, advance equality of opportunity and foster good relations in relation to age (applicable only to employees), disability, gender reassignment,

race, sex, maternity and pregnancy, religion or belief, sexual orientation and marriage and civil partnership (applicable only to employees).

We also recognise that we have a duty under the Education & Inspections Act 2006 to promote community cohesion, i.e. developing good relations across different cultures and groups.

We also appreciate that these duties reflect the international human rights standards as expressed in the UN Convention on Rights of the Child, the UN Convention on the Rights of People with Disabilities, and the Human Rights Act 1998.

## **School Context**

The school collects equality information that is used to monitor aspects of our practice including: safeguarding, inclusion and pupil progress information.

## **Principles**

To fulfil our legal obligations, we are guided by a number of principles.

### **1. All pupils, families and employees are of equal value**

We see all pupils, potential pupils, their parents and carers, and employees as of equal value:

- Whether or not they are disabled
- Whatever their ethnicity, culture, national origin or national status
- Whatever their sex
- Whatever their gender identity
- Whatever their religious and non-religious affiliation or faith background
- Whatever their sexual orientation
- Whatever their marital status
- Whether they are currently pregnant or have recently given birth
- Whatever their age
- Whatever their economic background
- Whether or not English is their first language
- Whether or not they have a connection with HM Forces, have refugee/asylum status or English as an additional language

### **2. We recognise and respect difference**

We recognise that treating people equally does not necessarily involve treating them all the same. We recognise that our policies, procedures and activities must not discriminate

but must take account of diversity and the kinds of barriers and disadvantage that employees, parents/carers or pupils may face in relation to their protected characteristics:

- Disability – we understand that reasonable adjustments may need to be made.
- Sex – we recognise that girls and boys, men and women have different needs.
- Gender reassignment – we recognise an individual has the protected characteristic of gender reassignment if they are proposing to undergo, is undergoing or has undergone a process (or part of a process) for the purpose of reassigning their sex by changing physiological or other attributes of sex.
- Religion and belief – we acknowledge that reasonable requests in relation to religious observance and practice may need to be made and complied with.
- Ethnicity and race – we appreciate that all have different experiences as a result of our ethnic and racial backgrounds.
- Age – we value the diversity in age of employees, parents and carers.
- Sexual orientation – we respect that individuals have the right to determine their own sexual identity and that they should not experience disadvantage as a result of their preference.
- Marriage and civil partnership – we recognise that our employees, parents and carers may make their own personal choices in respect of personal relationships and that they should not experience disadvantage as a result of the relationships they have.
- Pregnancy and maternity – we believe that our employees, parents, carers and pupils should not experience any unfair disadvantage as a result of pregnancy or having recently given birth.

**3. We foster positive attitudes and relationships, and a shared sense of cohesion and belonging**

We intend that our policies, procedures and activities should promote:

- positive attitudes and interaction between groups and communities different from each other
- an absence of harassment, victimisation and discrimination in relation to any protected characteristics

**4. We observe good equalities practice in relation to employees**

We ensure that our policies and practices for all employees and potential employees throughout the employment lifecycle, i.e. from recruitment through to the cessation of employment and beyond, are applied fairly and consistently across all groups with full respect for legal rights, taking into account aspects applicable to particular groups (e.g. duty to make reasonable adjustments for disabled employees).

**5. We aim to reduce and remove inequalities and barriers that already exist**

We intend that our policies, procedures and activities avoid or minimise any possible negative impacts and we aim to reduce inequalities that exist between groups and communities different from each other.

**6. We consult and involve to ensure views are heard**

In our development of policies, we engage with groups and individuals, including pupils who are affected by a policy or activity to ensure that their views are taken into account. For policies and activities affecting pupils, we will take account of views expressed at school council; for parents, through parent governor representation and for employees, through employee's governor representation. Where necessary, we will consult more widely with specific groups.

**7. We aim to foster greater community cohesion**

We intend that our policies, activities and curriculum offer foster greater social cohesion and provide for an equal opportunity to participate in public life irrespective of the protected characteristics of individuals and groups.

**8. We base our practices on sound evidence**

We maintain and publish information annually to show our compliance with the public sector equality duty, set out under section 149 of the Equality Act 2010. Our current equality information can be found in Appendix A to this policy statement.

**9. We set ourselves specific and measurable equality objectives**

We develop and publish specific and measurable objectives every four years based on the evidence that we have gathered (principle 8) and the engagement we have been involved in (principle 7).

The objectives can be found in Appendix B to this policy statement and take into account both national, county and school level priorities.

We will set ourselves new objectives every four years, but keep them under review and report annually on progress towards achieving them.

**Application of the principles within this policy statement:**

The principles outlined in the policy statement will be applied and reflected in:

- The delivery of the school curriculum
- The teaching and learning within the school
- Our practice in relation to pupil progress, attainment and achievement
- Our teaching styles and strategies
- Our policies and practice in relation to admissions and attendance

- Our policies and practice in relation to employees
- Our care, guidance and support to pupils, their families and employees
- Our policies and practice in relation to pupil behaviour, discipline and exclusions
- Our partnership working with parents and carers
- Our contact with the wider school community

### **Addressing prejudice and prejudice-related bullying**

The school is opposed to all forms of prejudice including, but not limited to prejudice related to protected characteristics. We will ensure that prejudice-related incidents in relation to employees and pupils are recorded and dealt with appropriately.

### **Roles and responsibilities**

The governing body is responsible for ensuring that the school complies with legislation, and that this policy and its related procedures and action plans are implemented and that arrangements are in place to deal with any concerns or unlawful action that arises.

The headteacher is responsible for implementation of this policy, ensuring that all employees are aware of their responsibilities and given appropriate training and support and for taking appropriate action in any cases of unlawful discrimination, harassment or victimisation.

All employees are expected to work in accordance with the principles outlined in this policy to:

- promote an inclusive and collaborative ethos in their practice
- deal with any prejudice-related incidents that may occur
- plan and deliver curricula and lessons
- support pupils in their class who have additional needs

We recognise that the public sector equality duty has three aims, to:

- eliminate unlawful discrimination, harassment and victimisation and other conduct under the Act.
- advance equality of opportunity between people who share a protected characteristic and those who do not.
- foster good relations between people who share a protected characteristic and those who do not.

We have considered how well we currently achieve these aims with regard to the protected groups under the Equality Act (race, disability, sex, gender re-assignment, age, pregnancy and maternity, marriage and civil partnership, religion or belief and sexual orientation).

We have also involved employees, pupils, parents and others in the following ways:

- Focus groups (e.g. GSA/LGBT)
- Questionnaires: pupils, parents, employees
- Involvement of the School Council
- Contact with parents representing pupil with particular protected characteristics (as appropriate)
- Contact with the local community and disability organisations (as appropriate)
- Consultation with the Inside Out working group
- Creation of a pupil led Equality and Diversity group with representatives from primary and secondary phases which includes a review of books/text choices to ensure diversity
- We actively encourage our debating club to consider inequality, diversity and to develop pupils’ skills in being able to recognise difference and challenge views in a constructive way.

**Pupil-related data (please note data refers to time including Coronavirus pandemic)**

<b>Information</b>	<b>Evidence and commentary</b>
<b>P8 and A8 – by gender 2020-2021</b>	<p><u>Progress 8</u> No Progress 8 available as no league tables this year. SISRA suggest +0.74 but this should be taken cautiously.</p> <p><u>Attainment 8</u> Boys: 63.46, Girls: 67.14 Disadvantaged: 46.44 Non-disadvantaged: 67.33 All 62.25</p>
<b>Attendance by gender : 2020-2021</b>	Boys: 95.59% Girls: 96.43%

<b>Participation in pupil leadership by race &amp; ethnicity November 2021</b>	75% of the Pupil Leadership team is: White British 0% of Senior Council members are disadvantaged.
<b>Participation in After School Clubs as at March 2021 (before school closure)</b>	67% of pupils who are not disabled attend after school clubs; 64% of pupils who are disabled attend after school clubs. (Upper and Lower School)
<b>Disadvantaged Pupils outcomes: July 2021</b>	Progress 8: 0.2% Attainment 8: 46.44%  EYFS GLD for disadvantaged pupils 50% KS1 ARE+: reading 33%; writing 33%; maths 33%, combined 33% Sustained attendance at extra-curricular: 70%  KS2: no statistically significant data available

#### Employee data

<b>Information</b>	<b>Evidence and commentary</b>
<b>Gender of workforce as at September 2021</b>	76% of our workforce are female and 24% are male
<b>Race distribution of workforce as at September 2021</b>	7% of our workforce are Black & Minority Ethnic and 85% are White British and 8% White Other.
<b>Applications by gender 2020-2021</b>	80% of our applicants are female and 20% male
<b>Sexual orientation</b>	The school collects data regarding sexual orientation of new employees as per the Equalities Monitoring Form. This is voluntary by employees.

#### Other Information

<b>Information</b>	<b>Evidence and commentary –</b>
<b>Attendance at parents' evenings 2020-21</b>	All parents with known disabilities attend Parents' Evening
<b>Governor representation as at September 2021</b>	The G-B is currently: 60% Male, 40% Female 100% British White  We actively encourage applicants to the Governing Body from minority groups who are currently underrepresented.

## **Qualitative information**

Information published on our website includes:

- school policies (where they make a statement about prohibited conduct and the importance of avoiding discrimination)
- minutes of Full Governor meetings (particularly those evidencing discussions regarding responsibilities for equality)
- information about aspects of the curriculum which promote tolerance, friendship and an understanding of different cultures
- details about assemblies which deal with relevant equality related issues
- adjustments are needed to enable parents with known disabilities to attend parents' evening and partners in learning



## Appendix B

### Equality Objectives 2021-2022

Objective	Aim & Actions	Intended Impact	FGB Review and Impact
<p><b>Ensure there is visible support for LGBT members of the school community.</b></p>	<p>Raise awareness of LGBT issues and support via the GSA group in assemblies and PD tutor programme.</p> <p>Collaborate events such as Human Rights Day and Pride within the school community to raise awareness.</p> <p>Work with local area to share best practice in supporting LGBT pupils. Creation of a joint anti-discrimination charter with the two other primary schools - to be launched during PRIDE month.</p> <p>Work with CAMHS and other external agencies to ensure effective signposting for our young people.</p> <p>Regular reflection and review of school practices in relation to the needs of individuals and using pupil surveys, feedback and learning from cases to further develop our practice.</p>	<ul style="list-style-type: none"> <li>• School investigating improvements to 'Accessible toilets' and changing facilities.</li> <li>• Pupils know and use LGBT support.</li> <li>• Received curriculum in Summer term shows that pupils are aware of the support for LGBT within our school community and that it is effective.</li> <li>• Received curriculum in Summer term shows that pupils feel that the school effectively tackles any homophobic or transgender bullying and, that incidents are minimal if not at all (as recorded in Safeguarding Deep Dive).</li> </ul>	<ul style="list-style-type: none"> <li>• Survey for Year 9 and Year 10 (shared HB &amp; Kings schools). Results showed that there was a need to address misunderstanding of the difference between biological sex and gender . Collaboration all 3 schools and all working on the anti- discrimination charter.</li> <li>• The science curriculum specifically addressing the difference between biological sex and gender. - Adjustment to curriculum</li> <li>• LGBT help box available, launched through assembly.</li> <li>• GSA club v well attended.</li> <li>• Lead colleagues wears rainbow lanyard, so pupils know who to talk to.</li> <li>• Accessible toilets have new signage and specific pupils are encouraged to use them.</li> <li>• 'You Are You' was launched in September 2021.</li> <li>• Received Bronze unicef RR award in September submitted Silver award in March 2022.</li> <li>• Limited number homophobic peer on peer abuse reported. Minimal repeat incidents. Sexual harassment - total of 8 from March 21 - March 22. 1-Apr 21, 2-May 21, 1-Jul 21, 1-Oct 21, 3-Mar 22. Homophobic - total of 4 from March 21 - March 22. 1-Apr 21, 2-Jun 21, 1-Dec 21.</li> <li>• Impact evidenced from use of restorative approach.</li> <li>• Action: GSA Leader to develop further links with HB and Kings.</li> <li>• GSA delivered assembly focused on similarities and differences to Years 5 &amp; 6</li> </ul>

Objective	Aim & Actions	Intended Impact	FGB Review and Impact
<p><b>To recognise and celebrate the similarities and differences of a variety of cultures.</b></p>	<p>To raise awareness, understanding and celebration of the variety of cultures within and beyond our community.</p> <p>To discuss and engage with British Values amongst colleagues and pupils in a constructive way.</p> <p>To celebrate different cultures through an annual community festival and through Deep Learning Days.</p>	<p>Evidenced through;</p> <ul style="list-style-type: none"> <li>• SMSC audit</li> <li>• Colleague/parent survey</li> <li>• Received curriculum feedback</li> <li>• Review Weeks(QA)</li> <li>• Evidence of curriculum diversity being celebrated throughout the school through curriculum design, extra-curricular events and through displays.</li> </ul>	<ul style="list-style-type: none"> <li>• SMSC audit shared at curriculum Governors 02.11.21</li> <li>• Very positive feedback from safeguarding survey 100% pupils recognised that different cultures are celebrated through assembly programme.</li> <li>• More diverse celebrations in assembly e.g. diwali, passover, Holi</li> <li>• Review Weeks Shared at curriculum Governors 15.03.22</li> <li>• Cultural Days July 2021</li> <li>• Equality &amp; Diversity Leads shared their projects at Governors Autumn 1. Including links with Ugandan school.</li> <li>• School Library Service audit of books in Primary Phase March 2022. As already identified need for greater representation of LGBT families in books - ordered.</li> <li>• Assemblies and stories worth sharing represent celebration of different cultures.</li> <li>• FTM whole school professional learning on Protected Characteristics – 09.11.21 with presentation from different subject leads.</li> <li>• Protected Characteristics audit live and updated regularly.</li> <li>• British values now discussed regularly in assemblies and tutor.</li> </ul>

### Equality Objectives 2022-2023

Objective	Aim & Actions	Intended Impact	FGB Review and Impact
<p><b>Raising the profile of Protected Characteristics, ensuring they are understood and enacted across the curriculum.</b></p>	<p>Work with other schools in the local area to share best practice in raising the profile of Protected characteristics so that we create a jointly agreed anti-discrimination charter that reflects the commitment of the three Secondary schools.</p> <p>Regular reflection and review of school practices in relation to teaching about Protected characteristics and feedback to further develop our practices using pupil</p>	<ul style="list-style-type: none"> <li>• Received curriculum shows that pupils are aware of the Protected characteristics.</li> <li>• Record of monitoring in school (FGB half termly reporting)</li> <li>• Feedback form parent surveys shows they are aware of our commitment to raise the profile of the Protected characteristics.</li> <li>• Curriculum areas identify Protective characteristics.</li> <li>• Personal Development and Assembly planning includes focus on Protected characteristics.</li> </ul>	

	<p>surveys and data on incidents.</p> <p>Working in partnership with pyramid schools to raise profile of PC.</p>	<ul style="list-style-type: none"> <li>• Stories worth sharing is embedded and includes reference to PC..</li> <li>• Whole school annual Prevent training.</li> <li>• Analysis of referrals via Helpbox and LGBT online helpbox.</li> </ul>	
<p><b>Embedding the role of the Senior Mental Health Lead (SMHL) and promoting the wellbeing of everyone in our community. Particularly in terms of supporting children with neuro diversity.</b></p>	<p>Emotional wellbeing is fully integrated across the school's culture and curriculum.</p> <p>Refine signposting for support structures.</p> <p>Close working links with CAMHS.</p> <p>Refine the identification of pupils' needs and support.</p> <p>The Westgate School's Emotional wellbeing policy is shared with colleagues, Governors, pupils and parents.</p> <p>To trail the use of the AWARE programme with support from the Anna Freud centre.</p> <p>To work closely with Osborne and Shepherd's Down school.</p>	<ul style="list-style-type: none"> <li>• Colleague/parent/pupil surveys</li> <li>• Evidence of emotional wellbeing in Personal Development planning.</li> <li>• Assemblies/tutor time/displays promote positive mental health particularly among pupils who are identified vulnerable with SEMH needs or fall within groups according to the Protected characteristics.</li> <li>• All tutors are involved in supporting pupils in their tutor groups through 1:1 mentoring sessions.</li> <li>• Attendance improves for all including our disadvantaged pupils.</li> <li>• SDQ and THRIVE tracking shows development of positive mental health.</li> <li>• Audit of wellbeing programme</li> <li>• Partners in Learning focused on wellbeing is well attended.</li> </ul>	