



The Stable School Equality Policy

The Stable School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

This policy has been written with due regard to the Equality Act (2010), the Human Rights Act (1998), The Disability Discrimination Act (1995) and the SEN Disability Act (2001).

Owner: Melrose Education Limited

The Stable School Senior Leadership Team have overall responsibility for this policy.

This policy can be made available in larger print or more accessible format if required.

Date Created	Date 1st Review Due	Date Reviewed	Version	Next Review Due
July 2021	July 2022		1	
		July 2022	2	July 2023
		January 2023	3	July 2024
		March 2023	4	July 2024



Introduction

This policy outlines the commitment of the Proprietor, Principal, Senior Leadership Team, staff and students to promote equality within our school.

We believe that equality should permeate all aspects of school life. It is everybody's responsibility to ensure that students, staff, and visitors feel safe, valued and of equal worth.

At The Stable School equality is a key principle for treating all people the same irrespective of their gender, ethnicity, disability, religious beliefs/faith tradition, sexual orientation, age or any other of the protected characteristics.

Promoting Equality: Curriculum

We aim to provide all students with the same opportunities to succeed. To achieve this, we will ensure:

- Curriculum planning reflects a commitment to equality.
- Equality, as one of the DfE's British Values, is also ingrained in all we do at.
- The curriculum prepares pupils for life in a diverse society and uses opportunities to reflect the background and experience of staff, students, and their families.
- There will be opportunities in the curriculum to explore concepts and issues relating to identity and equality.
- The promotion of attitude and values that celebrate and respect diversity and challenge discriminatory behaviour and language when it occurs.

Please see our Curriculum Policy for more details.

Promoting Equality: Achievement

There is a consistently high expectation of all pupils regardless of age, gender, ethnicity, ability, social background, and sexual orientation. To secure the best possible outcomes we recognise that:

- Adults in the school will be expected to provide a positive role model in their approach to all issues relating to equality of opportunity.
- It is important to identify the needs of individuals and groups within the school and to use targeted interventions to narrow gaps in achievement.
- A range of teaching methods are used throughout the school to ensure that effective learning takes place at all stages for pupils.
- All pupils are actively encouraged to engage fully in their own learning.

Again, please see our Curriculum Policy for more details.



Promoting Equality: The Values & Culture of our School

At our school we expect everybody to have an awareness of the need for equality and understand the importance of this within our school culture.

We demand a learning environment in which everybody can feel appreciated, no matter who they are.

Provision is made to cater for the cultural, moral and spiritual needs of all student's thorough lesson planning and broader campus or whole school activities.

Students are actively encouraged to respect both themselves and all others they may meet.

Students are encouraged to ask questions about equality and share their thoughts. This is encouraged through individual, small group, class group and whole school discussion.

Reasonable adjustments will always be made to ensure equality of access for students, staff and visitors with a disability – this includes physical access as well as access to school information and activities.

Positive role models are used throughout the school to ensure that individuals or groups of students always feel welcomed and included.

School has a small group of students who champion all matters relating to LGBTQ. They are known as the 'Stable School Allies'. This group helps ensure schools approach, policies and processes do not discriminate and school can remain a safe place for all to explore their gender identity free from abuse and discrimination.

School is developing a parent/carer focus group which will explore the bigger challenges within school and contribute towards future positive change to the values and culture of our school.

Please see our British Values Policy for more details.

Promoting Equality: Staff Recruitment and Professional Development

All posts are advertised formally and openly to attract the widest possible pool of applicants.

Those members of staff directly involved in recruitment will where necessary receive training and/or guidance to ensure they promote equality of opportunity and avoid discrimination.

Staff leading recruitment process will have completed Safer Recruitment training in line with DfE guidance.

All staff will receive equal opportunities for professional development relevant to their role within school.



The Equality policy is covered in staff induction. The Equality policy is available on the school website.

Please also refer to our Safer Recruitment Policy.

Promoting Equality: Countering and Challenging Discriminatory Behaviour, Harassment & Bullying

The school counters and challenges all types of discriminatory behaviour, harassment and bullying and this is made clear to students, staff, parents/carers and visitors.

Staff must immediately report any such behaviour witnessed from students, staff, or visitors to the Head of Campus or Principal for investigation and appropriate action.

Reports or allegations of sexual violence or sexual harassment will always be taken seriously. Staff are aware that anybody can be a victim.

Please see our school policies on abuse towards staff, anti-bullying, anti-radicalisation, e-safety, relationships & behaviour, safeguarding & child protection, PSHE and whistle blowing. Please also refer to our pathway document relating to child-on-child abuse.

Promoting Equality: Partnerships with Parents/Carers and the Wider Community

The Stable School will always seek to work in partnership with parents/carers and will ensure they are encouraged to participate in school life.

We will ensure open channels of communication with our families that might include telephone calls, video calls, e-mails, newsletters and parent meetings.

We will ensure parents/carers can access important information and school policies on our website.

Staff will work hard to ensure that parents/carers and other visitors are always made to feel welcome and valued when contacting or visiting school.

Promoting Equality - Assessments

We report all reasonable adjustment requests prior to the delivery of a course/assessment to the appropriate awarding body.

Promoting Equality – Physical Environment

We will always seek to improve the physical environment of the school to ensure all students can take equal benefit from the education, facilities, and services we provide.

Our desire to improve the physical environment to ensure equality for students also extends to staff, parents/carers or other visitors who may have a physical disability.

Improvements are made to the fabric of buildings to cater for students and visitors with disabilities where it is reasonably practical to do so.



Promoting Equality – Accessibility Planning

School documents its plans to ensure equality for all in an accessibility plan. It is expected that this Policy and the Accessibility Plan will be reviewed annually. An earlier review may take place in light of any change in legislation or national guidance on good practice. An earlier review would also take place if school became aware of an issue within or related to school which identified equality or accessibility concerns.

Through the annual review of this Policy and Accessibility Plan, school will ensure stakeholders are aware of school's equality objectives.

Promoting the Protected Characteristics of our school

We work to ensure that our pupils understand that:

- There are no outsiders at The Stable school
- Everyone is different.
- We celebrate our differences.
- We are all equal in our differences.

The Equality Act became law in 2010. It covers everyone in Britain and protects people from discrimination, harassment and victimisation. Everyone in Britain is protected. This is because the Equality Act protects people against discrimination because of the protected characteristics that we all have. Under the Equality Act, there are nine Protected Characteristics:

1. Age
2. Disability
3. Gender reassignment
4. Race
5. Religion or belief
6. Marriage or civil partnership
7. Sex
8. Sexual orientation
9. Pregnancy and maternity

At The Stable school, we actively promote these in our curriculum and work to embed them into our ethos.

Under the Equality Act you are protected from discrimination:

- When you are in the workplace
- When you use public services like healthcare (for example, visiting your doctor or local hospital) or education (for example, at your school or college)
- When you use businesses and other organisations that provide services and goods (like shops, restaurants, and cinemas)
- When you use transport
- When you join a club or association (for example, your local rugby club)
- When you have contact with public bodies like your local council or government departments.



Teaching pupils about Protected characteristics are weaved in through everyday life at The Stable School through our values of Respect, reflect and believe. Pupils are explicitly about protected characteristics through our PSHE scheme Brooke, through Motional time and assemblies.

Responsibility for the Policy

In our establishment, all members of the community have a responsibility for promoting equality.

The Proprietor, Principal and Senior Leadership Team have responsibility for ensuring that:

- School complies with all relevant equality legislation and appropriate policies are in place, implemented and subject to timely review.
- Any incidents that are in breach of this policy are investigated and the appropriate action is taken.
- Providing leadership and vision in respect of equality
- Evaluating equality impact on students, staff, parents, and carers from the different groups that make up our school community.