

# South Dartmoor

# Equal Opportunities



## Equality Statement 2016-17

Our statement about the principles according to which it reviews the impact on equalities of its policies and practices, and according to which it fulfils the specific duties to publish information and evidence, and to decide on specific and measurable objectives.

### Equality Act 2010

South Dartmoor Community College has obligations under the Equality Act 2010 as an employer and a school. The Act created a single equality duty to replace the race, disability and gender equality duties. The duty came into force in 2011. Our core values include an explicit commitment to valuing people's differences. This policy statement contains guidance, concerns our obligations particularly to staff, students, prospective students and in some limited circumstances, former students. Raising standards is our mission thus we will also work towards tackling inequalities arising directly from poverty. This policy is an important reflection of our commitment to equality and human rights, essential if we are to break down the barriers to achievement.

This **Single Equality Policy** sets out two key equality objectives, and outlines what we will do to achieve them. The equality objectives are:

1. to ensure that best practice in equality and human rights is rooted in all aspects of our work
2. to ensure that the promotion of equality and human rights and elimination of discrimination and harassment is embedded in all South Dartmoor's practice through leadership and organisational commitment

We welcome our duties under the Equality Act 2010 to eliminate discrimination, advance equality of opportunity and foster good relations in relation to age (as appropriate), disability, ethnicity, gender (including issues of transgender, and of maternity and pregnancy), religion and belief, and sexual identity.

To support our vision and aspiration for true equality of opportunity our Single equality policy brings together South Dartmoor College's approach for promoting equality in fulfilling these three roles (educator; employer; service provider) so that no group or individual feels excluded or unable to achieve their potential. The policy therefore includes students, staff, governors, parents/carers and the community users of our facilities. It is important to recognise that treating people equally does not mean treating them the same.

This Single Equality policy enables us to achieve an overarching vision to eliminate discrimination and harassment which covers all of the protected characteristics equality of the Equality act 2010:

Every member of our community matters. As a college, we provide education to students, we are an employer and we provide services to the wider community through access to our specialist knowledge, resources and facilities.

- Age
- Gender
- Race
- Disability
- Religion or Belief
- Sexual Orientation
- Pregnancy or maternity
- Gender reassignment
- Marriage or civil partnership

South Dartmoor College has an inclusive vision. As a college we put students first, have effective learning at the heart of all we do and promote a climate of success and achievement for every student. We have a passion for, and a commitment to, the core purpose of education and focus relentlessly on each student's right to the very best provision and recognised that this is best achieved through a culture of honesty, openness and trust which:

- is challenging, supportive and inclusive
- delivers top quality learning experiences
- develops, character, responsibility and commitment
- celebrates and rewards effort, progress and achievement at all levels
- reaches out to the wider community
- recognises individuality within a vibrant community
- inspires all to improve and maximise their progress

### **Responsibilities within College**

## **Governing body**

- Making sure the college complies with the Equality Act
- Making sure the Race Equality statement and its policies are followed

## **All Staff**

- Dealing with racist incidents, and be able to recognise and tackle racial bias and stereotyping
- Promoting equal opportunities and good race relations within the classroom and College community

## **Staff with Specific Responsibilities**

- Co-ordinating work on race equality
- Dealing with reports of racist incidents
- All racial incidents to be investigated recorded and sent to the LEA

## **To prevent discrimination we will development the following key areas at South Dartmoor**

- To develop a community of citizens who appreciate the need for mutual respect and understanding and in which everyone has the opportunity to succeed.
- To prepare our students for life in a world where they will meet, live and work with people from a diversity of religious, cultural, linguistic and ethnic origins.
- To develop in students an appreciation of the fact that all citizens must have equality of regard and opportunity in a truly democratic society.
- To challenge all prejudiced thinking and attitudes such as: racism, sexism, stereotyping, homophobia, pregnancy, gender reassignment and other forms of discrimination.
- To develop in young people an understanding of issues such as fairness, justice, prejudice and discrimination, and to encourage a positive attitude by which diversity is celebrated.
- To eliminate unlawful racial discrimination

We acknowledge both the strengths and limitations of our unique rural environment. We believe that the entitlement to equal regard and to equality of educational opportunity is fundamental to our aim of providing a stimulating, encouraging and supportive environment for all students.

The College seeks to avoid any student being restricted by stereo-typical patterns based on ability, ethnic background, gender or environmental factors. We will endeavour to create a secure and supportive environment in which all students can thrive.

## **Objectives**

- All members of our College community are entitled to spend their time at College, free of fear and harassment. The College seeks to discourage bullying in any form. Staff and students are encouraged to treat each other with respect.
- All students should be equally valued and have equal access to the curriculum and the enrichment programme. The academic and pastoral structure of the College should not promote discrimination on the basis of intellectual ability. Every student and every adult will have opportunities to achieve the highest possible standards, and the best possible qualifications for the next stages of their life and education.
- All teaching and learning materials and classroom practice should reflect and support the College's commitment to providing equality of access, involvement and opportunity. All learning resources shall be free from racist, sexist, discriminatory language and images.
- The principle of mutual respect and understanding should pervade College policy statements, staff development programmes, student directed activities and the conduct of working parties.
- The College strives to create an intellectual and moral climate in which equality of opportunity and regard are an integral part of the environment and ethos. This includes such aspects as:
  1. decision making procedures
  2. assessment policies
  3. curriculum structure
  4. home learning policies
  5. Code of behaviour
  6. Safeguarding procedures and policies
- The College will encourage full participation in all areas of the curriculum – particularly non-traditional areas. Encouragement and advice will be given to students with regard to the opportunities available to them on completion of their courses in terms of employment or further study.
- The College seeks to promote racial equality, good race relations and to eliminate racial discrimination
- Strategies and Procedures

We will ensure that the principles and procedures listed above apply to the full range of our policies and practices, including those that are concerned with:

- Pupils' progress, attainment and assessment
- Behaviour, discipline and exclusions
- Pupils personal development and pastoral care
- Teaching and learning
- Admissions and attendance
- The content of the curriculum
- Staff recruitment and professional development
- Partnerships with parents and communities
- Opportunities to work with Scary Guy

We will promote equality and challenge racism in a wide range of ways including:

- Developing opportunities to celebrate the richness and diversity of different cultures
- Dealing with issues of prejudice through assemblies, workshops and Personal, Social and Health Education
- Celebrating pupil achievement
- Being 'gender' aware
- Challenging inappropriate racist comments throughout the school
- Reporting all racist incidents
- Eliminating the use of racial stereotypes and negative images and promoting the use of positive images wherever possible

The College will take action to raise staff awareness of Equal Opportunities and gender awareness. The Induction Programme for new staff will include discussion of Equal Opportunities and gender awareness in the College. The College commitment to Equal Opportunities will be demonstrated in its organisation, daily routine practices, and relationship with the local community.

### **Implementation**

The College will:

- Carry out race equality audits, including consultation, to assess the implementation of the policy
- Use qualitative and quantitative data to monitor the attainment and progress of ethnic minority pupils, and to set targets
- Monitor racist incidents, take appropriate preventative action and provide support, and report such incidents to the LEA
- Review this policy on an annual basis

### **Breaches of the Policy**

All racist incidents will be regarded as a serious matter. Sanctions for pupils will be set out in the school's behaviour policy. Any example of racism by a member of staff will be treated as a serious disciplinary matter and dealt with in accordance with the school's personnel procedures.

- Date of approval September 2016

The term South Dartmoor Community College includes all adults, students and visitors who attend the institution.

Policy updated December 2016

Review date: July 2017