

# Equality Policy

## Urmston Grammar



**Approved by:** Governors

**Date:** September 2022

**Last reviewed on:** September 2022

**Reviewed by:** P Roberts

**Next review due by:** January 2025

The Equality act 2010 requires us to publish information that demonstrates we have due regard for the need to:

- Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Equality act 2010
- Advance Equality of opportunity between people who share a protected characteristic and people who do not share that characteristic.

Urmston Grammar is an inclusive selective school and we apply a focus on the well being and progress of every student in our community. Everybody at Urmston Grammar is of equal worth, is treated fairly and supported to excel in all areas of school life.

The Equality act provides a framework to support our commitments to:

- valuing diversity;
- tackling discrimination;
- promoting equality;
- fostering good relationships between all members of the community.

It also ensures that where disadvantage and underachievement in different groups is recognised, that we work effectively to tackle those issues.

Urmston Grammar's approach to equality is underpinned by the following principles

1. All stakeholders are of equal value and all are supported to be exceptional within a framework of high expectation, challenge and support
2. We recognise and respect difference
3. We foster positive attitudes and relationships, along with a shared sense of cohesion and belonging.
4. We observe good equalities practice in staff recruitment, retention and development.
5. We aim to reduce and remove inequalities and barriers that already exist.
6. We believe that everybody in our school should take pride in the things that make them unique, participate and engage without barrier in all areas of the school and show empathy to all others in the school and wider community.

### **Eliminating discrimination and other conduct that is prohibited by the equality act**

The following information is set out to highlight the careful consideration we give to equality issues in all aspects of life at Urmston Grammar.

Our ethos serves as a constant reinforcement of our culture and the consistent reinforcement of the key principles (taking pride, participating fully and showing empathy) are embedded in all that we do.

Urmston Grammar will continue to work towards eliminating discrimination by:

- adhering to the equality policy consistently;
- taking a firm stance in response to any member of the school community who uses discriminatory language or demonstrates discriminative behaviour;
- embedding a curriculum which is responsive to the needs of individual students and helps foster ambition;
- promoting and supporting take-up in extra-curricular activities; monitoring these activities to ensure nobody is disadvantaged on the grounds of a protected characteristic;
- ensuring that all forms of bullying motivated by prejudice are taken seriously and dealt with consistently and firmly;
- demonstrate a commitment to recognising, celebrating and rewarding the diverse staff and student population;
- continue to review our behaviour policy, building on the principles of forging positive relationships, inclusivity and restorative practice to avoid discrimination;
- meeting our pupils needs by varying our approach as required, enabling students to access all possible activities;
- careful monitoring and review of the school environment to ensure accessibility for all;
- carefully monitor bullying and prejudice to ensure that all incidents are dealt with appropriately and consistently;
- provide training to new and existing colleagues to ensure they are aware of the process for reporting and following up on incidents of prejudice related bullying.

**Advancing equality of opportunity between people who share a protected characteristic and people who do not share it.**

We advance equality of opportunity by:

- using information we gather to identify underachieving groups or individuals. we will then plan targeted interventions to support them;
- building positive relationships with parents/carers to ensure participation in school development;

- listening to parents/carers;
- listening to pupils;
- listening to staff.

### **Fostering good relations across all characteristics – between people who share a protected characteristic and people who do not share it**

We foster good relations by:

- ensuring that Urmston Grammar works effectively with members of the local community;
- embedding equality and diversity in our unified approach to curriculum planning and through our PSHE programme;
- ensuring that inclusive practices are central to our policies and procedures.

### **Equality objectives**

At Urmston Grammar, we are committed to ensuring equality of education and opportunity for all pupils, parents/carers and staff, irrespective of race, sex, gender identity, disability, religion, sexual orientation or socio-economic background.

In order to further support pupils through raising aspirations and improving outcomes, we have set out the following objectives which are reviewed annually:

*To discuss*

*Possible ideas...*

1. We will support social mobility through raising aspirations and improving outcomes for all students and staff with protected characteristics or from disadvantaged groups, including economic deprivation.
2. Embed a highly ambitious curriculum which develops the whole child academically, personally, culturally and professionally, to ensure they have a strong awareness of the diverse nature of society and are responsible citizens.
3. We will actively develop a culture where staff and student voice is prioritised to shape and promote equality, diversity and inclusion within the school and wider community.
4. Create an effective system for recording and responding to incidences of discriminatory behaviours in order to further develop and positively inform future practice
5. Deliver a highly effective system of reward and recognition which celebrates diversity and is responsive to the needs of the community it serves, demonstrating excellence through inclusive practices.
6. Place staff and student wellbeing at the centre of our planning through the effective delivery of the staff and student well-being framework.