



Equality and Diversity

Agreed by the Local Governing Body: July 2020

Next Review Date: July 2021

Context

Fort Pitt Grammar School recognises that discrimination and persistent inequality impacts on society. Women and men can suffer from the stereotyping of their roles and such stereotyping has to be understood, challenged and overcome. This procedure supersedes and replaces all anti-discrimination procedures referring to gender, race, disability, employment and equal opportunities, previously in place, and therefore accords with current national legislation. This procedure has been developed with regard to the Public Sector Equality Duty (PSED) and is to be used in addition to the FPTA policy.

Fort Pitt Grammar School Equality and Diversity Objectives

1. Continuing to reduce any variation in performance between individuals/groups. Performance will include attitudes to learning, attendance, quality of coursework, examination success and extra-curricular participation.
2. Raising the aspirations of all. This refers to the future plans for education and careers, locally, nationally and internationally and the innate belief in oneself to achieve as well as others.
3. Student admission arrangements. The school is committed to ensuring that those who apply for a place at the school have equal opportunity regardless of any membership of groups covered by the Equalities Act or any other legislation.
4. Promotion of cultural understanding and awareness of different religions and beliefs between any other cultural identities within our school community.
5. Endeavour to ensure that the staff body is diverse and reflective of our school community.
6. Continue to improve access arrangements across our estate for those with mobility issues, the visually and auditory impaired.
7. We will ensure that membership of a key group does not impact negatively on the destinations of those students moving on to higher education or the world of work.
8. We will develop our monitoring and evaluation systems as part of our commitment to equality and diversity.

Categories designated for possible discrimination:

1. Age
2. Disability
3. Gender reassignment
4. Marriage and Civil Partnership
5. Pregnancy and Maternity
6. Race
7. Religion or Belief
8. Sex
9. Sexual Orientation

The Equality Duty

In accordance with legislation and with the FPTA Trust, Fort Pitt Grammar School will seek to:

- Eliminate unlawful discrimination including sexual/gender discrimination
- Eliminate any bullying or harassment as a direct, or indirect, consequence of any form of discrimination

- Promote equality in all aspects of the school environment
- Seek to improve equality of opportunity for those with protected characteristics (e.g. disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex; sexual orientation)

Fort Pitt acknowledges that direct and indirect discrimination might take place and therefore sees the need for a positive and effective Equality and Diversity Procedures.

Hence, we will: -

- Promote the concept of equality and diversity throughout the school, both for those adults within the school and for all students
- Seek to understand and promote human equality, diversity and equal opportunities
- Promote good relations between members of different backgrounds
- Enable students to take responsibility for their learning and their relationships with others
- Expect the Local Governing Body, staff, students, parents, service providers, and visitors to strictly adhere to the policy & procedure of non-discrimination, equality and diversity for all

We understand that in some circumstances it may be appropriate to treat individuals differently, if that action is aimed at overcoming previous, current or possible future disadvantage.

Specific Duties

We will:

- Collect and analyse school data and other equality relevant information, including data about our local area
- Consult all staff, students, carers, parents and relevant local communities and agencies
- Review all our school policies and practices to assess the ways in which they might impact on equality
- Ensure governors, staff, students, parents/carers and others in our school are accountable and understand their responsibilities with regards to preventing discrimination, harassment and promoting equality
- Ensure equal opportunities in staff recruitment, professional development and membership of the Governing Body
- Assess and address the causes of any equality pay gap
- Set out the results of reviews, consultations and impact assessments
- Report on progress annually and set further objectives where necessary
- Review and revise the procedure at least every two years, or on demand, as required
- Involve parent and student representation in this consultation

Responsibilities

All members of Local Governing Body, staff, volunteers, students and their families need to develop an appropriate understanding of, and act in accordance with, this Equality and Diversity Procedure.

The Headteacher works with the SLT to ensure that:

- the Procedure and FPTA policy are implemented
- staff recruitment, training opportunities and conditions promote equality and diversity in all aspects of the School environment
- all staff, students and their parents or carers are consulted regarding, and are aware of, the School's responsibilities to meet the Equality Duty mindful of "Reasonable Adjustments"
- existing and planned policies/procedures are assessed for the ways in which they impact on equality
- curriculum planning, learning and teaching methods, classroom organisation and assessment procedures, behaviour management, school journeys and extended school activities take account of the need to promote equality in all its designations
- incidents of discriminatory bullying or harassment are dealt with according to our Anti-Bullying and Behaviour Management arrangements
- visitors to the school, service providers, or those who use the premises, are made aware of the Equality and Diversity procedure upon request

All staff have a responsibility to:

- deal with incidents of discriminatory harassment or bullying;
- help eliminate unlawful discrimination;
- prepare and/or help deliver a curriculum, learning and teaching methods, classroom organisation and assessment procedures, behaviour management, school journeys and extended school activities (including work with parents or carers) that take account of the need to eliminate unlawful discrimination and harassment and promote equality in all aspects of school life.

Breaches of the Equality and Diversity Procedure and FPTA policy

We understand that eliminating discrimination and harassment and promoting equality is in part an education function and a matter of cultural change. Where possible, breaches of the policy will be dealt with in a manner appropriate to the level of the breach, and with the intention of bringing about the relevant changes. More serious breaches of this policy will be dealt with in accordance with our school's appropriate policies and procedures. Where safeguarding issues come to the attention of the school these will be dealt with according to our child protection procedures.