



Boroughbridge High School

Single Equality Scheme 2020

Policy last reviewed	2015 (NYCC)
Policy ratified by Governors	25 March 2021
Next Policy review due	February 2024
Due for review by Governors	March 2024
Staff Lead	Deputy Headteacher

Significant Revisions since last review:

The following areas have been updated:

- Equality Objectives
- School Context
- Training taken to position the school well for the equality and diversity agenda
- School provision
- Outcomes for pupils
- People with specific responsibilities
- Mechanisms for Involvement

Introduction

DfE The Equality Act 2010 and schools: Departmental advice for school leaders, school staff, governing bodies and local authorities May 2014

<https://www.gov.uk/government/publications/equality-act-2010-advice-for-schools>

5.16 Under specific duties set out in previous equality legislation, schools were required to produce equality schemes in relation to race, disability and gender. Under the specific duties there are no requirements to create equality schemes. But schools may choose to continue producing such a scheme, if it helps them to comply with the Equality Duty, and they can expand it to cover the additional protected characteristics.

This Single Equality Scheme for schools in North Yorkshire provides a format for addressing the statutory duties of the Equality Act 2010 and The Children and Families Act 2014 This supersedes and brings together all previous statutory duties in relation to race, gender and disability and also addresses the duty to promote community cohesion, thus meeting the school's statutory duties in these areas.

The scheme also highlights how our school has worked with and listened to the staff, pupils, parents and carers to inform development of action plans and the need and commitment required to ensure the scheme is a success. This is underpinned by a commitment to promoting positive relationships and understanding between all groups within our school community.

This document sets out how pupils with the following protected characteristics (previously known as equality strands) will be protected in our school from harassment and discrimination:-

- disability.
- gender.
- race.
- religion and belief.
- sexual orientation.
- gender reassignment.
- pregnancy and maternity.

The law on disability discrimination is different from the rest of the Equalities Act in a number of ways. In particular, it works in only one direction – that is to say, it protects disabled people but not people who are not disabled. This means that schools are allowed to treat disabled pupils more favourably than non-disabled pupils, and in some cases are required to do so, by making reasonable adjustments to put them on a more level footing with pupils without disabilities The definition of what constitutes discrimination is more complex. Provision for disabled pupils is closely connected with the regime for children with special educational needs. Chapter 4 of the Act deals in detail with disability issues.

This scheme extends however to cover all aspects of vulnerability, including those associated with socio-economic factors (e.g. pupils from low income families).

As well as delivering high quality services to our pupils, the school is also committed to being a good employer and as such this scheme outlines how we meet our varied duties in terms of recruitment and employment practices. We are also committed to be fully inclusive of all community users, including parents and carers. As such, this scheme therefore also sets out how we will work to overcome any discrimination related to the other protected characteristics:-

- Age*
- Being married or in a civil partnership

*A person's age is also a protected characteristic in relation to employment and the Act extends this (except for children) to the provision of goods and services, but age as a protected characteristic

does not apply to pupils in schools. Schools therefore remain free to admit and organise children in age groups and to treat pupils in ways appropriate to their age and stage of development without risk of legal challenge, even in the case of pupils over the age of 18.

The impact of this scheme is reported on annually.

Signed _____ Headteacher	Date _____
Signed _____ Chair of Governors	Date _____

Aims of the single equality scheme

- To articulate the school's commitment to equality which permeates all school policies and practices
- To ensure that everyone who belongs to, or comes into contact with, our school community is valued and respected
- To promote equality of opportunity and eliminate unlawful discrimination, harassment or victimisation
- To comply with statutory duties under equalities legislation in one document

Purpose of the Equality Scheme

This equality scheme is the school's response to the specific and general duties in the current equality legislation, which has been brought together under the Equality Act 2010 (see appendix 1). It is an attempt to capture how the school is systematically establishing and implementing good practice in equality and diversity across all areas of school life. This includes a response to all aspects of social identity and diversity.

This Equality Scheme sets out how the school will:

- eliminate discrimination
- eliminate harassment or victimisation related to any aspect of social identity or diversity;
- promote equality of opportunity;
- promote positive attitudes to all aspects of social identity and diversity;
- encourage participation by disabled people and people representing different aspects of social identity in public life;
- take steps to take account of difference even where that involves treating some people more favourably than others;
- take proportionate action to address the disadvantage faced by particular groups of pupils.

Planning to eliminate discrimination and promote equality of opportunity

This scheme is underpinned by the core belief that all children and young people belong to their local community and share the same rights to membership of that community and a quality education. We set equality objectives with associated actions which are outlined within our equalities action plan that accompanies this Equality Scheme. Our plan identifies what we will be doing over the coming year to make our school more accessible to the whole community, irrespective of background or need. (see appendix 2)

It encompasses our duties to promote positive outcomes in relation to race, gender and disability, but also identifies actions to address other social identities. It encompasses our **anticipatory duties to plan ahead for the reasonable adjustments** (reasonable and proportionate steps to overcome barriers that may impede some pupils) we need to make to be best placed to help disabled pupils who come to our school.

This action plan replaces the school's Disability Accessibility Plan for the school (previously required under the planning duties in the Disability Discrimination Act) as it sets out how the school will increase access to education for disabled pupils, alongside other protected groups, in the three areas required:

- increasing the extent to which disabled pupils can participate in the school curriculum;
- improving the physical environment of the school to enable disabled pupils to take better advantage of education, benefits, facilities and services provided
- improving the availability of accessible information to disabled pupils.

The action plan is renewed annually and progress towards the equality objectives within it is reported on regularly to governors, and this information is published at least annually. Equality objectives have been identified through consultation with key stakeholders using the **Inclusion Quality Mark** audit tool. Our equality objectives are published at least once every four years.

This action plan is understood and implemented by all staff and is available on the school website. It is available in different formats and in different languages on request to the school office.

Our school has regard to the need to provide adequate resources for implementing plans and must regularly review them. (NB An accessibility plan may be a freestanding document but may also be published as part of another document such as the school development plan.)

OFSTED inspection may include the school's accessibility plan as part of their review.

School Aims Statements. Our mission statement is 'Aspiration for All.'

Equality Objectives 2020-2024

To improve attendance

To anticipate the needs of incoming pupils from all backgrounds

To raise the aspirations of all students

To encourage girls to consider non-stereotyped career options

To continue to improve the quality of teaching and learning for SEN students.

To promote and develop the physical and mental wellbeing/welfare of every child

What kind of a school are we?

School Vision and Values

The school's vision and values statement reflects the school's ambitions for all its pupils and have been developed with the whole community. It refers to the key requirements set out in the National Curriculum Inclusion Statement for developing an inclusive curriculum: setting suitable learning challenges; responding to pupils' diverse learning needs; overcoming potential barriers to learning and assessment for individuals and groups of pupils.

The school statement also embraces the North Yorkshire Inclusion statement which emphasises that individuals and groups of learners who may be vulnerable to exclusion, marginalisation and underachievement are identified and receive targeted provision to ensure their presence, participation and achievement. The school is committed to achieving the **Inclusion Quality Mark** and to addressing any actions which are identified to improve our inclusive practice.

Please see the school website for further details www.boroughbridgehigh.com

School Context The nature of the school population and context to inform action planning for the equality scheme

Factors of the geographical location of the school:- (figures as per Autumn Census 2020):-

The school is situated in a largely rural area in the town of Boroughbridge, which has a population of approximately 3500 people. It has a good road network to urban centres such as York, Leeds and further afield. Public transport is limited and 58% of students travel to school via some mode of transport. The school has 13 feeder schools predominately from surrounding villages.

The school community is made up of:-

6.96% minority ethnic;

4.94% languages spoken;

9.88% Free School Meals (FSM) – eligibility and uptake 61.36%;

24.26% Special Educational needs (SEN);

0.89% Disabled;

15.95% New Arrivals;

44.04% Male 55.95% Female;

The turnover of pupils and staff

Pupil Mobility 8.31%

Staff Mobility 31.2%

The nature of the school intake in the future is likely to remain similar, although there is the possibility of a growth in students as the town continues to grow and housing developments mean there is likely to be a slight growth in the number of students in the future.

The nature of the school and site regarding access;

The school is set back approximately 100 metres from a reasonably busy main 'A' road, Wetherby Road. It has two pedestrian access points, whilst on an incline the site is accessible for pedestrians and those in a wheelchair. There is a vehicle one way system in place to reduce the possibility of accidents and confusion. Ample parking is provided for staff, visitors and students. There are drop off areas and a space for disabled parking.

The school ground and first floor are flat wheel chair accessible. There is a passenger lift to the first floor only used by disabled individuals and for heavy equipment. On the ground floor there are ablutions and two toilet facilities for disabled individuals. On the first floor are two evacuation chairs that relevant staff are trained to use. Personal Emergency Evacuation Plans (PEEPs) are completed for those less able.

The path to the bungalow has been re-laid to increase its height towards the entrance door enabling wheelchair accessibility. In addition, a ramp has been provided to leave the bungalow towards the garden, with a pathway laid to enable a wheelchair to move unaided around the rear bungalow garden. The school site is generally flat with expanses of grassed areas; difficult for a wheelchair if wet but, the grassed areas are needed as sports fields.

The training taken to position the school well for the equality and diversity agenda.

Governors have completed training on fair recruitment practices and on the new SEND Code of Practice 2014 ;

All staff are updated on student medical needs and given regular SENCO updates, through the Pupils' Needs register along with e-mail and verbal updates at briefings if necessary. This is further enhanced with regular updates from SENCO about students' needs when the Monitored Pupils' register is updated.

Relevant staff have been trained in directly meeting the medical needs of students in order to allow those students to be fully included in all aspects of school life.

Key staff have received training on supporting LBGT students and all staff and students have taken part in workshops on the impact and use of pejorative language and discrimination.

Staff training on specific themes is disseminated to relevant school staff.

Relevant external CPD for 2019/20 is outlined below:

- Female Genital Mutilation
- Self-harm & Suicidal Thoughts in Children & Young People
- Awareness of Domestic Violence & Abuse
- Suicide Prevention
- Suicide Awareness
- We need to talk about Suicide
- Awareness of Forced Marriage
- Sexual Violence Basic Awareness
- Anti-bullying Course 1,2,3,4
- Introduction to Early Help
- SEND Code of Practice
- SEND Mental Health Certificate
- Understanding ADHD

School provision

Examples of reasonable adjustments the school makes as a matter of course

From September 2012 schools and local authorities have a duty to supply auxiliary aids and services as reasonable adjustments where these are not being supplied through Special Educational Needs (SEN) statements or from other sources. Additional high needs funding may be available on application to the local authority.

The school has provision for all groups of students, for example:-

- Information on specific effective strategies to create dyslexia friendly classrooms is given to all staff.
- Behaviour for Learning Policy includes, in practice, a Climate for Learning approach which focuses on relationships between staff and students to ensure that students' individual needs are taken into account when rewards and sanctions are put in place.
- Individual education plans for all students with SEN or recognised needs. These are available to all staff working with students in a central record.
- Adaptions to provision are made as necessary and staff are kept informed when adjustments are made.
- Students and parents/ carers are consulted on the development of individual education plans.
- All vulnerable groups are included and planned for in student voice activities.

Outcomes for pupils

Outcomes for pupils are analysed against social identity issues, i.e. gender, ethnicity, disability, faith background, and aspects of vulnerability identified by the school. This is compared with the outcomes made for all pupils. This is recorded in the School Self evaluation Form (SEF).

These processes form part of the school's equality impact assessment processes through the Inclusion Quality Mark, to determine the impact of our provision on improving outcomes for identified pupils. In line with statutory requirements all new policies as well as existing policies and functions are evaluated for the impact they have, in consultation with identified pupils and parents/carers.

Pupils' attainment 2019 - analysis of end of key stage results for pupils of particular groups

Attainment8				48.83	
Average KS2 M/R Level				4.79	
Progress8				0.27	
				Females (55) 2019	Males (51) 2019
Attainment8				48.5	49.0
Progress8				0.29	0.25
Measures of Attainment	Non PP (96) 2019	PP (14) 2019	SEND EHCP (2) 2019	SEND K (36) 2019	Disad- vantaged (15) 2019
Attainment8	49.7	42.1	48.0	35.9	42.23
Progress8	0.26	0.37	1.27	0.11	0.50
Measures of Attainment	Low Prior Attainers (11) 2019		Mid Prior Attainers (46) 2019		High Prior Attainers (49) 2019
Attainment8	22.32		44.65		60.18
Progress8	-0.21		0.48		0.18

Pupils feel safe in school (Bullying incidents are reviewed immediately and then on a weekly basis (should they occur) Bullying incidents are less than 2% of the school population). No records of racism or hate.

Behaviour information is reviewed daily - and comprehensively weekly

Exclusion Data for 2019/20:-

Permanent – 0.22%

1 or more fixed term – 3.37%

More than 1 fixed term – 2.47%

Pupils from all groups contribute to the school and the wider community (20% of year 11 students and 50% of Sixth Form students are Prefects or school leaders including students from disadvantaged backgrounds and SEN students).

All KS4 and 5 students are given the opportunity to take part in the Duke of Edinburgh Scheme including SEN students and Pupil Premium Students.

School trips are all inclusive with all members of the year groups attending school trips. Staff undertake specialist training in order to enable students with health issues to attend all trips. All Students participate in school trips in every year group.

Attendance data for all pupils and for particular groups:-

Table 2 Attendance Summary for 04/09/2018 - 19/07/2019

	7	8	9	10	11	All Years
All	95.80%	95.68%	93.80%	91.16%	88.01%	93.57%
EAL: No	95.78%	95.50%	93.82%	90.93%	88.01%	93.41%
EAL: Yes	96.05%	99.21%	93.41%	94.34%		95.44%
Gender: Female	96.05%	96.59%	94.29%	91.16%	87.19%	93.87%
Gender: Male	95.57%	94.50%	93.08%	91.16%	88.78%	93.08%
LAC or FSM: No	95.95%	96.54%	95.19%	92.20%	87.79%	94.37%
LAC or FSM: Yes	94.15%	83.81%	79.21%	78.56%	90.06%	83.68%
LAC: No	95.77%	95.68%	93.86%	91.13%	88.01%	93.52%
LAC: Yes	97.62%		87.37%	93.65%		92.87%
Pupil Premium: No	96.54%	96.73%	95.49%	91.36%	88.01%	94.29%
Pupil Premium: Yes	94.23%	89.83%	88.29%	90.49%		90.62%
SEN: No	96.64%	95.36%	93.69%	92.17%	88.08%	93.60%
SEN: Yes	94.79%	96.57%	94.07%	87.83%	87.77%	93.29%

The attendance of girls was 93.97% compared to 93.08% for boys. The attendance of pupil premium children was 90.62% compared to 94.29% for non-pupil premium. There was only a small gap between SEN and non-SEN. Students who have English as an additional language have better attendance than those without, although this is a small number.

Attendance data is reviewed each day and comprehensively on a weekly basis, with the relevant actions taken where needed. One absence fine was issued through NYCC during the 19/20 school year.

Attendance at parents' meetings and information evenings is good, The parental feedback survey from parents evenings in 2019/20 show that parents are happy with the school and that students feel safe in the school, they feel well supported both pastorally and in lessons and students feel included in the school community,. A detailed breakdown of these surveys can be found on the school website.

Pupil Premium funding and SEN funding is used to raise achievement and progress of disadvantaged students including those with SEN. It is also used to enrich the curriculum for students through various ways, such as funding trips, paying for the Duke of Edinburgh award and providing lockers for students. Pupil Premium Funding is used to provide extra teachers to keep classes smaller for students who are lower ability. SEN funding supports interventions which aim to raise the achievement of SEN/D students. It is also used to ensure students are assessed and appropriate exam access arrangements are put in place for students with SEND.

Roles and Responsibilities in Implementing the Single Equality Scheme

The Head Teacher will:

- ensure that staff and parents are informed about the Single Equality Scheme;
- ensure that the scheme is implemented effectively;
- manage any day to day issues arising from the policy whether for pupils or for the school as an employer;
- ensure staff have access to training which helps to implement the scheme;
- liaise with external agencies regarding the policy so that the school's actions are in line with the best advice available;
- monitor the scheme and report to the Governing Body at least annually, on the effectiveness of the policy;
- ensure that the SLT are kept up to date with any development affecting the policy/action plan arising from the scheme;
- provide appropriate support and monitoring for all pupils and specific and targeted pupils to whom the scheme has direct relevance, with assistance from relevant agencies.

The Governing Body will:

- ensure that the school complies with all relevant equalities legislation;
- recommend all governors receive up to date training in all the equalities and SEND duties;
- designate a governor with specific responsibility for the Single Equality Scheme;
- establish that the action plans arising from the scheme are part of the School Development Plan;
- support the Headteacher in implementing any actions necessary;
- inform and consult with parents about the scheme;
- evaluate and review the action every three years;
- evaluate the action plan annually
- publish information at least annually.
- publish equality objectives every four years

The Senior Leadership Team will:

- have general responsibility for supporting other staff in implementing this scheme;
- provide a lead in the dissemination of information relating to the scheme;
- identify good quality resources and CPD opportunities to support the scheme;
- with the Headteacher, provide advice/support in dealing with any incidents/issues;
- assist in implementing reviews of this scheme as detailed in the School Development Plan.

People with specific responsibilities (named):

- S Wilson SENCO is responsible for maintaining and sharing with all the staff those vulnerable pupils and how their needs will be met;
- R Grierson Deputy Headteacher is responsible for ensuring the specific needs of staff members are addressed;
- S Bloomfield Associate Assistant Headteacher is responsible for gathering and analysing the information on outcomes of vulnerable pupils;
- R Grierson Deputy Headteacher is responsible for gathering and analysing the information on outcomes of vulnerable staff;
- P Town Associate Assistant Headteacher is responsible for monitoring the response to reported incidents of a discriminatory nature.
- the governor responsible for publishing the SEN information report TBC following the formation of the Federated Board

Parents/Carers will:

- have access to the scheme;
- be encouraged to support the scheme;
- have the opportunity to attend contribute to the development of the scheme;
- have the right to a personalised approach to meeting additional needs and a right to have their views taken into account.
- have the right to be informed of any incident related to this scheme which could directly affect their child.

School Staff will:

- accept that this is a whole school issue and support the Single Equality Scheme;
- be aware of the Single Equality Scheme and how it relates to them;
- make known any queries or training requirements
- know how to deal with incidents of concern, including bullying and how to identify and challenge bias and stereotyping;
- know procedures for reporting incidents of racism, harassment or other forms of discrimination;
- not discriminate on racial, disability or other grounds;
- keep themselves up to date with relevant legislation and attend training and information events organised by the school or LA;
- ensure that pupils from all groups are included in all activities and have full access to the curriculum;
- promote equality and diversity through teaching and through relations with pupils, staff, parents, and the wider community.

Pupils will:

- be encouraged to express their views and contribute where possible to the formulation of policies
- be made aware of any relevant part of the scheme, appropriate to age and ability;
- be expected to act in accordance with any relevant part of the scheme
- experience a curriculum and environment which is respectful of diversity and difference and prepares them well for life in a diverse society;
- understand the importance of reporting discriminatory bullying and racially motivated incidents;
- ensure the peer support programme within the school promotes understanding and supports pupils who are experiencing discrimination.

Visitors and contractors are responsible for complying with the school's Equality Scheme – non-compliance will be dealt with by the Headteacher.

Involvement Processes

Policies are vital to identify and consolidate thinking regarding appropriate provision for pupils, however, they are often viewed as an end, when they should be seen as a process - always evolving in response to changes and evidence from impact assessments. When developing this Equality Scheme, the school is clear that this is a process which must be informed by the involvement of all participants such as pupils, parents, school staff, governors and external agencies. This will ensure that the school gleans insights into the barriers faced by people from different social identity backgrounds and learns the best ways to overcome such barriers. This Scheme will be informed, therefore, by:

- the views and aspirations of pupils themselves from different social identity backgrounds;
- the views and aspirations of parents of pupils from different social identity backgrounds;
- the views and aspirations of staff from different social identity backgrounds;
- the views and aspirations of members of the community and other agencies, including

- voluntary organisations, representing different social identity backgrounds; the priorities in the North Yorkshire Children and Young People's Plan.

Mechanisms for involvement

At this school the following mechanisms will ensure the views of **pupils** inform the Equality Scheme and action plan:

Exit interviews with pupils;
School council;
Yearly focus groups of pupils representing different social identity backgrounds, i.e., gender forum, disability forum; Student Voice surveys
Individual interviews with pupils involved in incidents of a discriminatory nature or bullying related to discrimination;
Individual interviews with pupils experiencing reasonable adjustments;
Growing Up in North Yorkshire Pupil Survey

At this school the following mechanisms will ensure the views of **staff** inform the Equality Scheme and action plan:

Exit interviews with staff;
Regular meetings with wellbeing representatives;
Staff wellbeing surveys
Regular staff meetings with specific agenda items;
Individual discussions with staff as a part of performance management.

At this school the following mechanisms will ensure the views of **parents and the community** inform the Equality Scheme and action plan:

Welcoming parents and the community into school so that they are critical drivers in policy development.
Feedback through the Governing Body meetings;
Feedback through the parents evenings
Feedback from adults using the school beyond the school day;
Information evenings with parents and local groups representing a particular theme.

The school's action plan will focus on developing the involvement of pupils, staff and parents from different social identity backgrounds over the three years of this Scheme. We will consider varying the times, methods and the venues for this involvement to ensure the best possible attendance and ensure views can be heard. This way the school will learn what works and the involvement of pupils, staff and parents will improve and deepen over time.

Making it happen

Action Planning

This scheme is supported by the school improvement plan, the progress of which is monitored and evaluated by the Governing Body.

The action plan that identifies the equality objectives for the school arising from this scheme and the impact assessment through the Inclusion Quality Mark has:

- clear allocation of responsibility;
- clear allocation of resources, human and financial;
- clear timescales;
- expected outcomes and performance criteria;
- specified dates for review;

The effectiveness of this Scheme will be evaluated and reflected in:

- the School Self-evaluation Form;
- the level achieved in the Inclusion Quality Mark;

Reporting

This Scheme will be reported on annually. Progress against the action plan will be evaluated and the impact of the action and activities assessed. Copies will be displayed in the school reception area and it will be referenced in school newsletters and in the school's prospectus, school website.

Publication

This Equality Scheme will be published and available to anyone requesting a copy. Copies will be displayed in the school reception area and it will be referenced in school newsletters, the school prospectus and on the school's website.

Information is published demonstrating how the school is complying with the Public Sector Equality Duty and the school's equality objectives. The school updates its published information at least annually and publishes the equality objectives at least every four years.

It will be up to schools themselves to decide in what format they publish equality information. For most schools, the simplest approach may be to set up an equalities page on their website where all this information is present or links to it are available. The regulations are not prescriptive and it will be entirely up to schools to decide how they publish the information, so long as it is accessible to those members of the school community and the public who want to see it. (5.25 DfE Equalities Guidance May 2014)

Contact us

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اگر آپ کو معلومات کسی دیگر زبان یا دیگر شکل میں درکار ہوں تو برائے مہربانی ہم سے پوچھئے۔

如欲索取以另一語文印製或另一格式製作的資料，請與我們聯絡。

যদি আপনি এই ডকুমেন্ট অন্য ভাষায় বা ফরমেটে চান, তাহলে দয়া করে আমাদেরকে বলুন।

Aby otrzymać te informacje w innym języku lub formacie, np. w alfabecie brajla, w wersji dużym drukiem lub audio, prosimy się z nami skontaktować.

Email: communications@northyorks.gov.uk



Equality Legislation and Guidance

This equality scheme responds to the current equalities legislation.

- The Equality Act 2010 is the overarching legislation for all equality duties.

The act serves two main purposes:

- To harmonise discrimination law;
- To strengthen the law to support progress on equality.

The act supersedes or strengthens the following acts and regulations:

- The Equal Pay Act 1970
- The Sex Discrimination Act 1975
- The Race Relations Act 1976
- The Disability Discrimination Act 1995
- The Employment Equality (Religion & Belief and Sexual Orientation) Regulations 2003
- The Employment Equality (Age) Regulations 2006
- The Equality Act 2006 Part 2
- The Equality Act (Sexual Orientation) Regulations 2007
- The SEN Code of Practice 2001

Overview of previous equalities legislation which has been harmonised and strengthened by Equality Act 2010:

- Race Relations Act (RRA) 1976/2000
statutory positive duty to promote racial equality, promote good race relations and eliminate unlawful racial discrimination;
- Sex Discrimination Act (SDA) 1975 (and Regulations 1999), Gender Equality Duty 2007
statutory positive duty to promote gender equality and eliminate unlawful gender discrimination;
- Employment Equality (religion or belief) (sexual orientation) Regulations 2003 extended to education, Equality Act (Part 2) 2007
The Act sets out that it is unlawful for schools to discriminate against a person:
 - in the terms on which it offers to admit him/her as a pupil;
 - by refusing to accept an application to admit him/her as a pupil, or
 - where he/she is a pupil of the establishment:
 - in the way in which it affords him/her access to any benefit, facility or service,
 - by refusing him/her access to a benefit, facility or service,
 - by excluding him/her from the establishment,
 - by subjecting him/her to any other detriment.
- Disability Discrimination Act (DDA) 1995/2005
statutory positive duty to promote equality of opportunity for disabled people: pupils, staff, parents, carers and other people who use the school or may wish to, and eliminate unlawful discrimination;
- Education and Inspections Act 2006, duty to promote community cohesion.
By 'community cohesion' the school is endorsing and adopting the definition provided by Alan Johnson, 2006, as:
"working towards a society in which there is a common vision and sense of belonging by all communities; a society in which the diversity of people's backgrounds and circumstances is appreciated and valued; a society in which similar life opportunities are available to all; and a society in which strong and positive relationships exist and continue to be developed in the workplace, in schools and in the wider community."

Essential Further Guidance

DfE The Equality Act 2010 and schools: Departmental advice for school leaders, school staff, governing bodies and local authorities (May 2014)

<https://www.gov.uk/government/publications/equality-act-2010-advice-for-schools>

Equality and Human Rights Commission Guidance for schools

<http://www.equalityhumanrights.com/advice-and-guidance/education-providers-schools-guidance>

SEND Code of Practice January 2015- latest at 01.03.15 and effective from 01.04.15

https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/398815/SEND_Code_of_Practice_January_2015.pdf

