



**DUNDONALD  
HIGH SCHOOL**

# **Whole School Equality Policy**

## **Policy Details**

<b>Last Review Date</b>	<b>New Version Date</b>	<b>Date Ratified by BOG</b>	<b>Next Review</b>	<b>Responsible</b>
<b>October 2015</b>	<b>November 2018</b>	<b>November 2018</b>	<b>November 2021</b>	<b>Mrs L Bell M. Perry</b>

## **DUNDONALD HIGH SCHOOL**

### **Whole School Equality Policy**

This policy subsumes and replaces all previous policies pertaining to equality: eg Racial Equality, Disability & Race Equality Schemes. It applies equally, where applicable, to adults\* and children in school.

#### **Legal Framework**

1. Dundonald High School recognises its duties under the Equality Act 2010 to eliminate discrimination, advance equality of opportunity and foster good relations in relation to the nine characteristics protected in law:
  - (i) Age
  - (ii) Sex
  - (iii) Race
  - (iv) Marriage and Civil Partnerships
  - (v) Pregnancy and Maternity
  - (vi) Gender Realignment
  - (vii) Disability
  - (viii) Sexual Orientation
  - (ix) Religion or belief

In addition we include economic disadvantage within this policy, recognising that this has one of the most significant impacts on the achievement of children and young people.

2. We welcome our duty under the Education and Inspections Act 2006 to promote community cohesion.
3. We recognise that these duties reflect international human rights standards as expressed in the UN Convention on the Rights of the Child, the UN Convention on the Rights of People with Disabilities, and the Human Rights Act 1998.

#### **Guiding Principles**

4. In fulfilling the legal obligations cited above, we are guided by nine principles:

##### **Principle 1: All learners are of equal value**

We see all learners and potential learners, and their parents and carers, as of equal value:

- whether or not they are disabled
- whatever their ethnicity, culture, national origin or national status
- whatever their gender and gender identity
- whatever their religious or non-religious affiliation or faith background

- whatever their sexual identity
- whatever their economic or social background.

\*Adults in any capacity working in school: paid staff, governors, volunteers and parents and carers.

We therefore act to ensure that each and every member of the school community:

- experiences equality of opportunity
- feels a full and respected member of the school community
- has high expectations of themselves, their peers, staff and others with regard to fair treatment
- develops an understanding of race, ethnicity and multiculturalism alongside an appreciation of their importance in Britain today
- develops an understanding and appreciation of disability and the contribution of disabled people in the community and UK
- develops an awareness of conscious and unwitting racism alongside the skills and confidence to challenge instances of racist behaviour, language and attitudes
- develops an awareness that disability can be both seen or unseen and that people with learning and other disabilities (eg autism, Asperger's syndrome) have the same rights to reasonable and appropriate adjustments as those with more obvious needs.

### **Principle 2: We recognise and respect difference**

Dundonald High School is set in a predominantly white, protestant area. The area has experienced significant change in its population characteristics which is reflective of the school's situation.

Our current profile using the latest CENSUS information demonstrates a very high percentage of our school population receiving a Free School Meal (FSM). We also have a high percentage of pupils identified as Special Educational Needs (SEN).

Treating people equally does not necessarily involve treating them all the same. Our policies, procedures and activities must not discriminate but must nevertheless take account of differences of life-experiences, outlook and background, and in the kinds of barrier and disadvantages which people may face, in relation to:

- disability, so that reasonable adjustments are made
- ethnicity, so that different cultural backgrounds and experiences of prejudice are recognised
- gender, so that the different needs and experiences of girls and boys, and women and men, are recognised – gender identity
- religion, belief or faith background
- sexual identity
- economic or social disadvantage

### **Principle 3: We foster positive attitudes and relationships, and a shared sense of cohesion and belonging**

We intend that our policies, procedures and activities should promote:

- positive attitudes towards disabled people, good relations between disabled and non-disabled people, and an absence of harassment of disabled people

- positive interaction good relations and dialogue between groups and communities different from each other in terms of ethnicity, culture, religious affiliation, national origin or national status, and an absence of prejudice-related bullying and incidents
- mutual respect and good relations between boys and girls, women and men, and an absence of sexual and homophobic or transgender harassment

**Principle 4: We observe good equalities practice in staff recruitment, retention and development**

We ensure that policies and procedures should benefit all employees and potential employees, for example in recruitment and promotion, and in continuing professional development:

- whether or not they are disabled
- whatever their ethnicity, culture, religious affiliation, national origin or national status
- whatever their gender and sexual identity, and with full respect for legal rights relating to pregnancy and maternity.

**Principle 5: We aim to reduce and remove inequalities and barriers that already exist**

In addition to avoiding or minimising possible negative impacts of our policies, we take opportunities to maximise positive impacts by reducing and removing inequalities and barriers that may already exist between:

- disabled and non-disabled people
- people of different ethnic, cultural, social and religious backgrounds
- girls and boys, women and men.

**Principle 6: We aim to consult and involve widely**

We endeavour to engage with a range of groups and individual to ensure that those who are affected by a policy or activity are consulted and involved in the design of new policies, and in the review of existing ones.

We aim to consult and involve:

- disabled people as well as non-disabled
- people from a range of ethnic, cultural, social and religious backgrounds
- both women and men, and girls and boys
- people in heterosexual and same sex relationships
- people who identify as transgender.

**Principle 7: Society as a whole school benefit**

We intend that our policies and activities should benefit society as a whole, both locally and nationally, by fostering greater social cohesion, and greater participation in public life of:

- disabled people as well as non-disabled
- people of a wide range of ethnic, cultural, social and religious backgrounds
- both women and men, girls and boys
- people in heterosexual and same sex relationships.

**Principle 8: Objectives**

We keep our equality objectives under review and will report annually on progress towards achieving them.

### **The curriculum**

- 5 As part of our work to promote equality, we aim to ensure that within our educational provision children are offered opportunities to:
- Understand and celebrate diversity in all its forms;
  - Learn about racial equality in a variety of curriculum areas (eg PSHE, Science, RE, Citizenship, Art and English);
  - Develop an understanding of global citizenship;
  - Understand the power of language particularly relating to verbal abuse due to race, disability, sexual orientation or social standing;
  - Develop an understanding of their rights, the rights of others, and their responsibilities to each other;
  - Develop an understanding and appreciation of other religious beliefs and cultures;
  - Recognise and challenge prejudice and discriminating attitudes and behaviour;
  - Develop emotionally and intellectually with the personal qualities and attributes required to make a successful life in a diverse society.

### **Ethos and organisation**

- 6 We ensure the principles listed in paragraph 4 above apply to the full range of our policies and practices, including those that are concerned with:
- pupils' progress, attainment and achievement
  - pupils' personal development, welfare and well-being
  - teaching styles and strategies
  - admissions and attendance
  - staff recruitment, retention and professional development
  - care, guidance and support
  - behaviour, discipline and exclusions

### **Addressing prejudice and prejudice-related bullying**

- 7 The school is opposed to all forms of prejudice which stand in the way of fulfilling the legal duties referred to in paragraphs 1-3:
- prejudices around disability and special educational needs
  - prejudices around racism and xenophobia, including those that are directed towards religious groups and communities, for example antisemitism and Islamophobia, and those that are directed against Travellers, migrants, refugees and people seeking asylum
  - prejudices reflecting sexism and homophobia.
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- 8 We will keep a record of prejudice-related incidents and, if requested, provide a report to the local authority about the numbers, types and seriousness of prejudice-related incidents at our school and how they are dealt with.

### **Appendix 2 Incident Form**

### **Roles and responsibilities**

- 9 The **governing body** is responsible for ensuring that the school complies with legislation, and that this policy and its related procedures and action plans are implemented.
- 10 The Chair of the **governing body** has a watching brief regarding the implementation of this policy.
- 11 The **Principal** is responsible for implementing the policy; for ensuring that all staff are aware of their responsibilities and are given appropriate training and support; and for taking appropriate action in any cases of unlawful discrimination.
- 12 Teachers have day-to-day responsibility for co-ordinating implementation of the policy.
- 13 The **SMT is responsible for:**
- co-ordinating equality work within staff teams
  - dealing with reported incidents of racism or harassment and reporting these in detail to the Principal
  - monitoring the progress of minority group children, including those on free school meals and from less economically affluent families
  - allocating resources fairly and equitably, including recognising that some children may require more than others for an equal and fair chance to enjoy and achieve
- 14 **All staff** are expected to:
- promote an inclusive and collaborative ethos in their classroom
  - deal with any prejudice-related incidents that may occur
  - plan and deliver curricula and lessons that reflect the principles in paragraph 4.
  - support pupils in their class for whom English is an additional language
  - keep up-to-date with equalities legislation relevant to their work.
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- 15 **Visitors and Contractors** are expected to be aware of, and comply with, the school's equality policy.

### **Information and resources**

- 16 We ensure that the content of this policy is known to all staff and members of the governors and, as appropriate, to all pupils and their parents and carers.
- 17 All staff, members of the governors have access to a selection of resources which discuss and explain concepts of equality, diversity and community cohesion in appropriate detail.

### **Religious observance**

- 18 We ensure that all staff, including support and administrative staff, receive appropriate training and opportunities for professional development, both as individuals and groups and teams.

### **Breaches of the policy**

- 20 We will consider every breach of the policy in the light of the particular circumstances and, if pupils are involved, take into account their age and the nature of the breach. We will call on support from the Local Authority, the Police or other agencies as appropriate.

### **Monitoring and review**

- 21 We collect, study and use quantitative and qualitative data relating to the implementation of this policy, and make adjustments as appropriate.
- 22 In particular we collect, analyse and use data in relation the achievement, broken down as appropriate according to free school meals, disabilities and special educational needs; ethnicity, culture, language, religious affiliation, national origin and national status; and gender.
- 23 The governing body will endeavour to ensure that all relevant policies reflect the school's commitment to the principles of equality and that this commitment is reflected clearly in all its work.
- 24 All policies, functions and strategies are regularly monitored, reviewed and evaluated for their effectiveness in promoting equality.
- 25 As further equality requirements come into force policies, functions and strategies will be monitored, reviewed and evaluated for their effectiveness in fulfilling the requirements of new legislation.
- 26 Outcomes of monitoring and assessment will be reported to the governing body and other key partners. Members of the school community will be kept informed of Equality and Diversity initiatives being undertaken.
- 29 The policy will be reviewed every three years as routine, more often should legislation or circumstances require it.

Principal: Mr Ken Perry

Chair of Governors: Mrs Hazel Legge

**Protected Characteristics\* Incident: Report Form**

**Autumn/Spring/Summer Term**

**Year:**

**School:** DUNDONALD HIGH SCHOOL

**DE number:** 4210262

I confirm that there have been  Protected Characteristic Incident altogether during the school term. The breakdown is as follows:

	on race		on disability		relating to homophobia
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I enclose a copy of the relevant pages from the Protected Characteristic Incident Log-Book.

**(Please complete this form even if there are no incidents reported this term)**

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The Equality Act 2010 requires schools as from April 2012 to publish information to show their compliance with the Act. This does not include a duty to report incidents to the Local Authority but to do so would be one way for school to demonstrate their awareness of equality legislation and the due regard they are required to have

Reporting will also enable the Local Authority any areas of particular concern and also to provide appropriate advice and support to schools and to promote good practice

The three questions overleaf are asked to provide the LA with information on positive steps taken by school and on any further guidance needed.

**In using this information, no reference will be made to individual schools**



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**\*These are age, disability, ethnicity and race gender, gender identity and transgender, marriage and civil partnership, pregnancy and maternity, religion and belief, sexual identity and orientation.**

Age and marriage and civil partnership are deemed not to be relevant to pupils/students but are relevant to staff

**Do you feel any responses have been particularly effective in dealing with protected characteristic incidents?**

**Have any particular steps been taken this term to deter protected characteristic incidents from occurring in the school?**

**Are there any issues relating to dealing with Protected Characteristic incidents and or harassment on which you or your staff would like advice, information or training?**

Principal:

Date:




DUNDONALD HIGH SCHOOL  
SCHOOL BULLYING RECORD

1 Date and Time incident reported

2 Person who reported incident:

Victim

Other (*please specify*)

3 Type of Incident (*please tick*)

Extortion

Personal possessions taken/damaged

Isolation/Being ignored or left out

Written

Physical

Spreading Rumours

Verbal (Name calling, Taunting, Mocking)

Intimidation/coercion

Cyber (Email, Internet, Text

Graffiti

Other (*please specify*)



If you feel the incident was motivated by any of the following *please tick*

Appearance

Racism/Ethnic Origin\*

Disability/SEN

Sexual Orientation

Gender/Sexism

Transgender

Faith, Religion or Belief

Home Circumstances including  
Looked After Child(LAC/CiC)

\*Reminder: These incidents should be recorded separately.

Details of Young People involved

	Names	Year Group	Gender	Ethnic Origin Code ( <i>refer to school census data</i> )	Role*

1					
2					
3					
4					
5					
6					

\*Role: **V** – Victim                      **P** – Perpetrator(s)      **A**- Associate                      **B** – Bystander

5      Have parents/carers of victim been informed?      Yes/No (*please circle*)

Have parents/carers of perpetrators been informed: Yes/No (*please circle*)

Repeat victim?      Yes/No (*please circle*)

6      Brief summary of incident (including location)

7      Perpetrator known to victim (by sight or name)

Yes/No (*please circle*)      Known details: \_\_\_\_\_

Repeat perpetrator:      Yes/No (*please circle*)

8      Summary of Agreed Action (including future preventative work)

Record completed by: \_\_\_\_\_

Date: \_\_\_\_\_

Signature of Designated Member of SLT \_\_\_\_\_