



EQUALITY and DIVERSITY POLICY

1 Sponsors' Statement

- 1.1 All The Bishop of Winchester Academy policies exist to support the Sponsors' vision, Christian ethos and values that are embedded in the day-to-day and long term running of the Academy. Each policy evidences the commitment of the Sponsors to the principles and values of honesty, respect, hospitality, compassion, love, forgiveness, self-discipline, creativity and hope. This policy contributes to the development of young people and the community through all Academy activities and in particular through the specialism of Enterprise and Innovation, and Maths.

2 Introduction

- 2.1 The Bishop of Winchester Academy is committed to promoting equality of opportunity and diversity for the benefit of everyone at the Academy. The Governing Body and staff recognise their responsibilities in preparing young people for life in our culturally diverse society. They also recognise the opportunity to demonstrate that commitment both as a community resources provider and as a local employer.

3 Who does this policy apply to?

- 3.1 This policy applies to all staff, students, Governors and visitors of The Bishop of Winchester Academy.

4 Who is responsible for carrying out this policy?

- 4.1 The implementation of this policy will be monitored by the Governing Body of The Bishop of Winchester Academy and remain under constant review by a designated member of the Academy Leadership Team.

5 What are the principles behind this policy?

- 5.1 The Governing Body of The Bishop of Winchester Academy aims to support the creation of an environment that will:
- i promote equality of opportunity;
 - ii promote good relations between all students at the Academy, and foster an inclusive environment
 - iii challenge any discrimination with the aim of eliminating unlawful discrimination.
- 5.2 The legal and local framework for this policy is:
- Equality Act 2010

6 Aims and Values

- 6.1 The Bishop of Winchester Academy is a welcoming school where everyone is valued highly and where tolerance, honesty, co-operation and mutual respect for others are fostered. We are committed to the development of the whole person within a supportive, secure and creative environment.
- 6.2 Our broad, balanced and appropriate curriculum provides equal opportunity for all students to maximise their potential, regardless of age, sex, race, colour, religion or disability. We endeavour to promote positive relationships with parents, governors and members of the wider community.
- 6.3 At The Bishop of Winchester Academy we aim to promote equality and tackle any form of discrimination, and actively promote harmonious relations in all areas of school life. We seek to remove any barriers to access, participation, progression, attainment and achievement. We take seriously our contribution towards community cohesion. We aim to:
- i. provide a secure environment in which all our children can flourish and achieve all five outcomes of '*Every Child Matters*' (be healthy, stay safe, enjoy and achieve, make a positive contribution, and enjoy economic well-being);
 - ii. provide a learning environment where all individuals see themselves reflected and feel a sense of belonging;
 - iii. prepare children for life in a diverse society in which children are able to see their place in the local, regional, national and international community;
 - iv. include and value the contribution of all families to our understanding of equality and diversity;
 - v. provide positive non-stereotyping information about different groups of people regardless of gender, ethnicity, disability, sexual orientation, religion and age;
 - vi. plan systematically to improve our understanding and promotion of diversity;
 - vii. actively challenge discrimination and disadvantage;
 - viii. make inclusion a thread which runs through all our activities.
- 6.4 To achieve these aims the Academy will:
- i. involve stakeholders in the development, review, evaluation, and impact assessment of all relevant improvement plans, policies and procedures;
 - ii. publish and share our policies and impact assessments with the whole community;
 - iii. collect and analyse data to ensure all groups are progressing well and no group is subject to disadvantage;
 - iv. use all available information to set suitable learning challenges for all, respond to students' diverse needs and overcome any potential barriers to learning;
 - v. ensure that the wider school curriculum makes explicit and implicit provision to promote and celebrate diversity;
 - vi. have high expectations of behaviour which demonstrates respect to others.

7 Leadership, Management and Governance

- 7.1 The Bishop of Winchester Academy is committed to:
- i. being proactive in promoting good relationships and equality of opportunity across all aspects of school life and the wider community;
 - ii. encouraging, supporting and enabling all students and staff to reach their potential and make a positive contribution;

- iii. working in partnership with families and the wider community to establish, promote and disseminate inclusive practice and tackle discrimination ensuring that this is followed.

8 Responsibilities

The Governing Body

8.1 It is the Governing Body's responsibility to:

- i. ensure that the Academy complies with equality legislation;
- ii. meet requirements to publish equality schemes;
- iii. ensure that the school's policy and its procedures and strategies are carried out and monitored with appropriate impact assessments informing future plans;
- iv. scrutinize the recording and reporting procedures at least annually;
- v. ensure the Academy Admissions Policy is fair and equitable in its treatment of all groups;
- vi. monitor attendance and take appropriate action where necessary;
- vii. have equal opportunities in staff recruitment and professional development and membership of the Governing Body;
- viii. provide information in appropriate, accessible formats;
- ix. be involved in dealing with serious breaches of the policy;
- x. be pro-active in recruiting high-quality applicants from under-represented groups.

The Principal

8.2 It is the Principal's responsibility to:

- i. implement the policy and its strategies and procedures;
- ii. ensure that all staff receive appropriate and relevant continuous professional development;
- iii. actively challenge and take appropriate action in any cases of discriminatory practice;
- iv. deal with any reported incidents of harassment or bullying in line with DfE guidance;
- v. ensure that all visitors and contractors are aware of, and comply with, this policy;
- vi. produce a report on progress for governors annually.
- vii. Ensure this policy is published on the Academy website.

All Staff

8.3 It is the responsibility of all staff to:

- i. be vigilant in all areas of the school for any type of harassment and bullying;
- ii. deal effectively with all incidents from overt name-calling to the more subtle forms of victimisation caused by perceived differences;
- iii. identify and challenge bias and stereotyping within the curriculum and in the school's culture;
- iv. promote equality and good relations and not discriminate on grounds of race, gender, religion, age and sexual orientation;
- v. promote an inclusive curriculum and whole school ethos which reflects our diverse society;
- vi. keep up to date with equality legislation, development and issues by attending relevant training and accessing information from appropriate sources.

9 Breaches of the Policy

9.1 All breaches of the policy will be rigorously followed up using the appropriate procedures and reported to the Governing Body as required.

10 Monitoring and Quality Assurance

10.1 Whilst we have a duty to develop and publish equality schemes in relation to both gender and disability, we at The Bishop of Winchester Academy are considering all aspects of diversity and equality in this comprehensive policy to be followed by a specific equality and diversity action plan in relation to access, gender and race equality covering a three-year period.

10.2 There will be a systematic review of the impact of all policies and procedures on equality and diversity to address any areas of inequality.

10.3 The Academy will ensure:

- i. achievement and attainment analysis to ensure progress for all students, especially in relation to any identified disadvantaged groups
- ii. attendance and exclusion data will be reviewed to ensure no over-representation of any one group.
- iii. the Academy's target-setting processes ensure appropriate, challenging targets are set in relation to identifiable groups as well as individual students/cohorts.
- iv. each student's progress is monitored and tracked. The resulting data is analysed in respect of gender, race, ability or additional needs, looked-after status.
- v. in addition to monitoring to rule out any potential disadvantage, quality assurance procedures ensure the Academy meets its duty to positively promote diversity. (E.g. lesson observations record evidence of differentiation and texts are reviewed to ensure appropriateness and inclusivity.)
- vi. the data collected will be used to inform further planning, target-setting and decision-making.

11 Policy Review

11.1 This policy will be reviewed annually by the Academy Leadership team as part of the Academy annual review process.

11.2 This policy will be reviewed and submitted to the Governing Body. This will allow Governors to assess its implementation and effectiveness.

11.3 This policy will be actively promoted and implemented throughout the Academy.