



Cliff Park Ormiston Academy

General Equality Duty

Date adopted: September 2020

Next review date: September 2021

The characteristics protected by the academy's equality duty include:

- age (staff only)
- disability
- ethnicity
- gender reassignment
- marriage/civil partnerships
- pregnancy and maternity/paternity
- race
- sex and sexual orientation
- religion/beliefs

The three objectives of the general equality duty are as follows:

1. **To eliminate unlawful discrimination, harassment and victimisation**, by tackling prejudice and promoting understanding.
2. **To advance equality of opportunity** between people who share a protected characteristic and those who do not by:
 - Removing or minimising disadvantage suffered by people due to their protected characteristic.
 - Taking steps to meet the needs of people with certain protected characteristics where these are different to the needs of other people, including taking steps to take account of disabled people's disabilities.
 - Encouraging people with certain protected characteristics to participate in public life or in other activities where their proportion is disproportionately low.
3. **To foster good relationships between people** who share a protected characteristic and those who do not.

Compliance with the general equality duty may involve treating some people more favourably than others.

The Governors and Staff of Cliff Park Ormiston Academy understand that compliance with the General Equality Duty is a legal obligation that will better inform decision making and policy development. They further recognise that achieving the three aims stated will ensure the academy is able to successfully meet the needs of our diverse population of students and to draw on the talents of a diverse local community, thus ensuring our staff and governors better represent the wider community that we serve.

Further details can be found within the academy's Equality and Diversity Policy.

Our plans to meet these objectives will be monitored annually.

In compiling equality information we have:

- Reviewed the academy's equality data, policies and practice and identified any gaps.
- Examined how our academy engages with the protected groups, identifying where practice can be improved.

The outcomes are published within our Single Equality Plan, which has been agreed by our Governing Body. In line with legislative requirements we will review progress against our plan annually and review the entire plan and accompanying action plan on a four-year cycle.

The roles and responsibilities related to the plan are outlined below:

Governors

A named Governor will take the lead (Mr D. Smail, Chair of CC Committee).

The Governors as a whole are responsible for:

- Making sure the academy complies with the relevant equality legislation.
- Monitoring progress towards the equality objectives and reporting annually.

The Principal and her Senior Leadership will:

- Implement the academy's stated equality objectives and ensure that access plans are written, and that they are readily available to governors, staff, pupils and parents.
- Ensure all staff know their responsibilities and receive training and support in carrying these out.
- Take appropriate action in cases of harassment and discrimination, including prejudice related incidents.
- Enable reasonable adjustments to be made in relation to any of the identified characteristics in regard to students, staff, parents/carers and visitors to the academy.

All staff within the academy will:

- Advance equality in their work.
- Foster good relationships between groups and tackle any prejudice related incidents.
- Be able to recognise and tackle bias and stereotyping.
- Take up training and learning opportunities.
- Report back to line managers any incidents related to the academy's Equality policy and/or plan.

All Students in the Academy will:

- Follow the relevant policies and procedures.
- Engage with Form Time activities and 'Character and Culture' lessons in relation to improving equality.
- Report any incidents of bullying, harassment or prejudice related incidents (**visitors and contractors are also responsible for following relevant academy policies**).

Equality Plan

2020-21

Priority (linked to Objectives 1, 2 or 3)	Targets and Actions	Responsible	Completion Date	RAG
To eliminate homophobic, sexist, racist language and prejudices amongst the students (1 & 3)	<ul style="list-style-type: none"> • Staff training on recognising and tackling inappropriate behaviour and language. • Review curriculum to ensure resources and content is appropriate for all • Form Time activities, including assemblies, directly relating to different types of bullying behaviour. • Revise Anti-Bullying and Behaviour policies. • Ensure behaviour Policy is adhered to. 	ZCA SSO	Sept. 2020	
To promote equality for people based on their religion, belief or non-belief (1 & 3)	<ul style="list-style-type: none"> • Review SMSC/PSHE/CIAEG programmes during Form time, across Years 7-11 through Form Time booklet. • Introduce 'Character and Culture' lessons throughout the curriculum, across all year groups. • Development of resources to engender discussion regarding different beliefs (See 'Character and Culture' mapping document) • Uniform policy to be reviewed to accommodate religious dress. • Facilitate religious practice and observance when appropriate. 	ZCA SSO SMI RSW	Sept. 2020	
To ensure the content of academy meals and the dining environment meets the needs of faith groups and those with specific health needs (2)	<ul style="list-style-type: none"> • Review school meals following the end of Chartwells current contract to ensure appropriate food is served. As part of process, include student questionnaires and panels. 	SSO KOL	October 2020	

Priority (linked to Objectives 1, 2 or 3)	Targets and Actions	Responsible	Completion Date	RAG
To ensure all students, staff and visitors have equal access to academy facilities and opportunities, including Enrichment activities/leadership and/or career opportunities (2)	<ul style="list-style-type: none"> All current and new buildings work/ refurbishment allows access to all. Ensure accessibility for all within Fire Evacuation Procedures. Review and develop current transition plans with Primary Partners. Target/support PP students in leadership roles to reduce the gap. Review all enrichment and curriculum opportunities to ensure they are accessible to all. Work with UEA, NEACO, Beacon East and other partners in order to target specific students groups for taster sessions, intervention and trips. Review Positive Mental Health and Wellbeing plan. Equality information available for all stakeholders (eg Equality posters) 	MWA CMA SSO ZCA	September – Partnership Agreement Ongoing	Yellow
To ensure all groups make appropriate progress (2)	<ul style="list-style-type: none"> See Raising Achievement Plan Teaching and Assessment policy reviewed Assessment policy reviewed 	TPO GPI SSO	Ongoing	Green
To ensure that the academy adheres to the Equality Act 2010, specifically including the need to protect female students and staff who are pregnant or who have recently given birth from discriminatory practices (1)	<ul style="list-style-type: none"> Students: Ensure that up to 18 calendar weeks authorised absence period immediately before and after the birth may be given to ensure that the student is reintegrated into education as quickly as possible. Staff (Maternity and Paternity): Where possible, ensure that flexible working hours are offered/discussed, as well as options for part-time position upon return (see relevant policies) 	MWA/LBU TPO	Ongoing	Green

Priority (linked to Objectives 1, 2 or 3)	Targets and Actions	Responsible	Completion Date	RAG
To ensure that all students and staff feel able to make a complaint on the grounds of discrimination and know how to do so (1)	<ul style="list-style-type: none"> • Ensure all related OAT policies are in place • Staff training regarding procedures for logging complaints • Racism log in place and monitored – reduction in incidents when reviewed on a half-termly basis. 	SLT Community Leaders	October 2020 Ongoing	
To ensure equality of employment and training is maintained within the academy (2)	<ul style="list-style-type: none"> • Ensure all stages of selection and recruitment are fair and through an annual review of procedures • Maintain close relationships with Unions • Audit training in line with Performance Management to ensure all staff receive equal opportunities for further professional development. • All selection panels to be reviewed by the Principal and Senior Team to ensure that there is no conflict of interest. • Adoption of centralised OAT policies: CPD/appraisal/discrimination/conduct 	TPO	Ongoing See Policy document	