



Equality Policy

School vision statement

At Ashwood Spencer Academy pupils are supported and nurtured in order to develop their aspirations for their future as learners and as positive contributors to society. We expect every pupil to put learning first, work hard and be nice to themselves and others in order to achieve the highest academic standards. We offer a safe and enjoyable learning environment where excellence is promoted.

Scope of this policy

This policy applies to all pupils, staff, parents and other visitors to the school.

Aims and Objectives

To demonstrate that Ashwood Spencer Academy is fully committed to equality of opportunity in line with the Equality Act 2010.

General Equality Principles

At Ashwood Spencer Academy, we are committed to equality of opportunity in line with the Equality Act 2010. We shall endeavour to make a positive contribution to society by demonstrating qualities such as respect, co-operation and valuing differences while celebrating cultural diversity. This commitment applies to our work in the classroom, our pupil support systems, our recruitment and retention of staff and our work in the local and wider community.

We promote the principles and practices of equality and justice throughout the school and we aim to be a school where everyone:

- is respected and respects others
- takes part in the life of the school
- achieves to their potential
- develops skills essential to life
- exercises choice
- celebrates cultural diversity

Equality in the Curriculum

Ashwood Spencer Academy will ensure that the curriculum:

- Reflects a commitment to equality
- Prepares pupils for life in the UK which is a diverse society
- Fosters good relations between people who share a protected characteristic and those who do not



- Uses opportunities to reflect on the background and experience of pupils and the wider community
- Challenges prejudice and recognises and challenges discriminatory behaviour and language whenever it occurs
- Promotes the school ethos explicitly through emotional Literacy, PSHE, assemblies and Rights Respecting
- Uses a range of images and materials that positively reflect a range of cultures, communities, identities and lifestyles.

Ashwood Spencer Academy places emphasis on all staff promoting equalities as part of the 'hidden curriculum' of social interaction between staff and pupils.

Equality as an Employer

As an employer we will not discriminate on any of the following:

- Age
- Disability
- Gender re-assignment
- Race
- Religion and belief
- Sex
- Sexual orientation
- Marriage and civil partnership

Nor as a school or employer will we accept any of the following:

- Direct discrimination
- Indirect discrimination
- Associative discrimination
- Harassment
- Harassment by a third party
- Victimisation



Appendix – Protected Characteristics

The Protected Characteristics within the Equality Act 2010, and their definitions (Legislation.gov.uk) are:

Age: a reference to a person who has a particular protected characteristic is a reference to a person of a particular age group;

Disability: A person (P) has a disability if— (a) P has a physical or mental impairment, and (b) the impairment has a substantial and long-term adverse effect on P's ability to carry out normal day-to-day activities.

Gender reassignment: A person has the protected characteristic of gender reassignment if the person is proposing to undergo, is undergoing or has undergone a process (or part of a process) for the purpose of reassigning the person's sex by changing physiological or other attributes of sex.

Marriage and civil partnership: A person has the protected characteristic of marriage and civil partnership if the person is married or is a civil partner.

Race: Race includes— colour; nationality; ethnic or national origins.

Religion or belief: Religion means any religion and a reference to religion includes a reference to a lack of religion. Belief means any religious or philosophical belief and a reference to belief includes a reference to a lack of belief.

Sex (gender): a reference to a person who has a particular protected characteristic is a reference to a man or to a woman; **Sexual orientation:**

Sexual orientation: means a person's sexual orientation towards— persons of the same sex, persons of the opposite sex, or persons of either sex.