



# Millom SCHOOL

# EQUALITY POLICY, OBJECTIVES & ACTION PLAN

## 2024 – 2025

Approved by <sup>1</sup> :		
<b>Name:</b>	Matthew Savidge	Elsa Mason
<b>Position:</b>	Head Teacher	Chair of Governors
<b>Signed:</b>	<i>MT Savidge</i>	<i>EMason</i>
<b>Date:</b>	21 May 2024	21 May 2024
<b>Proposed review date<sup>2</sup>:</b>	May 2025	

<sup>1</sup>The Governing Body/Academy Trust are free to delegate approval of this document to a Committee of the Governing Body, an individual Governor or the Head Teacher.

<sup>2</sup>Policy should be reviewed annually with objectives reviewed and republished every 4 years.



## REVIEW SHEET

The information in the table below details earlier versions of this document with a brief description of each review and how to distinguish amendments made since the previous version date (if any).

Version Number	Version Description	Date of Revision
1	Original	May 2024

## Contents

<b>1.</b>	<b>Introduction</b> .....	<b>1</b>
<b>2.</b>	<b>The Equality Act and Public Sector Equality Duty</b> .....	<b>1</b>
<b>3.</b>	<b>Purpose of this Equality Policy</b> .....	<b>2</b>
<b>4.</b>	<b>Links to other policies and documentation</b> .....	<b>2</b>
<b>5.</b>	<b>Our school profile</b> .....	<b>3</b>
<b>6.</b>	<b>Planning to eliminate discrimination and promote equality</b> .....	<b>3</b>
<b>7.</b>	<b>Advancing equality of opportunity between different groups</b> .....	<b>4</b>
7.1	Disability equality .....	4
7.2	Racial equality and community cohesion.....	4
7.3	Sex and gender reassignment equality .....	5
7.4	Religion and belief equality .....	6
7.5	Sexual orientation equality .....	6
7.6	Pregnancy and maternity equality .....	6
7.7	Equal opportunities for staff .....	8
<b>8.</b>	<b>Roles and responsibilities</b> .....	<b>8</b>
8.1	The Governing Body .....	8
8.2	The Head teacher/senior leader responsible for equality .....	9
8.3	All staff: teaching, non-teaching and other adults involved with our school .....	9
8.4	Pupils .....	10
<b>9.</b>	<b>Disseminating, monitoring and reviewing the Policy</b> .....	<b>10</b>
<b>10.</b>	<b>Complaints</b> .....	<b>10</b>

## [Referenced statutory and non-statutory guidance](#)

**Supporting Documents - please note links below are to documents available to the school from the KAHSC website or external websites and are for school use only.**

[PSED checklist for school staff and governors](#)

[PSED guidelines for writing equality objectives](#)

[PSED template for publication of the school equality objectives](#)

[PSED equality objectives action plan](#)

[PSED statement for the staff handbook](#)

[PSED statement for school website](#)

[PSED Annual Equality Report Example Template \(large school\)](#)

[Equality Impact Assessments Guidance](#)

**Page intentionally blank for printing purposes**

## 1. Introduction

Our school is inclusive; we focus on the well-being and progress of every child and we are committed to ensuring all members of our community are equally valued.

We believe that the Equality Act provides a framework to support our commitment to valuing diversity, tackling discrimination, promoting equality and fostering good relationships between people. It also ensures that we continue to tackle issues of disadvantage and underachievement.

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](#).

**Our approach to equality is based on 7 key principles:**

1. **All learners are 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 and whatever their sexual orientation.
2. **We recognise, respect and value difference and understand that diversity is a strength.** We take account of differences and strive to remove barriers and disadvantages which people may face, in relation to sex (gender), race, disability, religion or belief, gender reassignment, sexual orientation or pregnancy or maternity. We believe that diversity is a strength, which should be respected and celebrated by all those who learn, teach and visit here.
3. **We foster positive attitudes and relationships.** We actively promote positive attitudes and mutual respect between groups and communities different from each other.
4. **We foster a shared sense of cohesion and belonging.** We want all members of our school community to feel a sense of belonging within the school and wider community and to feel that they are respected and able to participate fully in school life.
5. **We observe good equality practices for our staff.** We ensure that policies and procedures benefit all employees and potential employees in all aspects of their work, including in recruitment and promotion, and in continuing professional development.
6. **We have the highest expectations of all our children.** We expect that all pupils can make good progress and achieve to their highest potential.
7. **We work to raise standards for all pupils, but especially for the most vulnerable.** We believe that improving the quality of education for the most vulnerable groups of pupils raises standards across the whole school.

## 2. The Equality Act and Public Sector Equality Duty

The Equality Act 2010 was introduced to ensure protection from discrimination, harassment and victimisation on the grounds of specific characteristics (referred to as protected characteristics). This means that schools cannot discriminate against pupils, staff or the wider school community or treat them less favourably because of their sex (gender), race, disability, religion or belief, gender reassignment, sexual orientation or pregnancy or maternity.

Age and marriage and civil partnership are also “protected characteristics” and although are not part of the school provisions related to pupils, would apply to staff and the wider school community.

The Act requires all public organisations, including schools, to comply with the Public Sector Equality Duty (PSED) and two specific duties:

**The Public Sector Equality Duty or “general duty”.** This requires all public organisations, including schools to:

- eliminate unlawful discrimination, harassment and victimisation;
- advance equality of opportunity between different groups;

- foster good relations between different groups.

**Two “specific duties”.** This requires all public organisations, including schools, to:

1. publish information to show compliance with the Equality Duty;
2. publish Equality objectives at least every 4 years which are specific and measurable.

Further information on how the Equality Act applies to schools can be found in the Department for Education document [Equality Act 2010: advice for schools](#).

### 3. Purpose of this Equality Policy

To comply with our legal duties under the Equality Act 2010 our Equality Policy describes how we are trying to systematically set and implement good practice in equality and diversity as follows:

- Develop and review the Equality Policy and our objectives with appropriate timescales for the future.
- Eliminate discrimination.
- Promote positive attitudes and eliminate harassment or victimisation related to any aspect of social identity or diversity.
- Promote equality of opportunity.
- Encourage participation by people with disabilities 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, employees, or other members of the school community like pupils’ parents or carers.

### 4. Links to other policies and documentation

Although this Policy is the key document for information about our approach to equality in line with the Public Sector Equality Duty, evidence of our commitment to our responsibilities under the Equality Act can also be found in our:

- Accessibility Plan
- Admissions procedures
- Behaviour Policy
- Equality impact assessment procedures
- Equality training materials
- Governing body minutes
- Parent and pupil surveys
- Child Protection Policy and procedures
- School performance data
- School prospectus
- School website and newsletters
- Self-evaluation reviews
- SEND Policy
- School development plans

As a school we also collect the following information, broken down by race, religion or belief, sex, disability and, where relevant, sexual orientation, gender reassignment, pregnancy and maternity, marriage and civil partnership, and age:

- School admissions
- Pupil attainment and progress
- Prejudice-related incidents
- Sanctions (including exclusion)

- Staff recruitment and selection
- Professional development opportunities

The Equality Act also applies to schools in their role as employers, and the ways in which we comply with this are found in our Recruitment and Selection procedures.

## 5. Our school profile

Millom School is a Community 11 - 18 secondary school with 503 pupils currently enrolled. At Millom School we strive to ensure that all pupils will have access to appropriate high quality education in a community that enables them to achieve the skills, knowledge and qualities to become responsible and successful citizens. The roll of the school will increase slightly in the academic year 2024-25 as the incoming year 7 is larger than the outgoing year 11.

There is a ratio of 53% boys to 47% girls, slightly above the national ratio of 51 boys to 49 girls (DfE June 2023). 19.4% of pupils take free school meals (FSM), slightly below the national average of 23.8% (DfE June 2023).

16.5% of our pupils have special educational needs. Of the pupils with special educational needs 56% are male and 44% are female.

At Millom School we recognise that transition from Primary to Secondary is a big step and careful planning takes place to ensure this is as smooth as possible for the pupils. The director of learning and other staff visit pupils in their Primary schools and in the term before starting school in September, all children who have been offered a place visit for one full day. This allowed them to settle into the school environment, meet their tutor and other key staff and begin to find their way around. The SENDCO is also involved with transition and works as SENDCO in two of our feeder primary schools.

Our catchment area is wide, as well as the town of Millom takes in several other small rural villages, hamlets and isolated farms and as such many of our pupils travel to school on school buses. There are a small number of ethnic minority pupils.

We have several vulnerable groups including those with special educational, learning and medical needs.

The Local Authority (LA) handles admissions to the school. When we are made aware of pupils who are joining the school with special educational needs or disabilities, we arrange to meet the pupil and parents or carers and involve professionals from the LA and Health Authority to ensure any adjustments required to our buildings or curriculum are made in readiness for them starting school. Our reception area is accessible to people with disabilities, and we have one disabled toilet. 1 of our pupils has English as an additional language.

Information for parents and others is provided in verbal and written form and we offer it in alternative formats on request e.g. another language, braille etc.

Recruitment procedures are based on those provided by our LA with all advertising being processed through the Council HR and Advertising Team.

**Note: If we do not provide actual figures in relation to pupils or staff from ethnic minorities or any other equality group with protected characteristics it is because they are a small number of people and we must maintain their privacy. We are also not required to collect any statistical data which we do not already collect routinely e.g. RAISE online and other data.**

## 6. Planning to eliminate discrimination and promote equality

Our Equality Objectives Action Plan identifies what we will be doing over the coming year and beyond to make our school more accessible to the whole community, irrespective of background or need. We prepare this plan through consultation with key stakeholders including pupils, parents & carers, governors, staff, and others in the school community.



In order for us to assess and make reasonable adjustments and proportionate steps to overcome barriers that may impede some people, we also have an Accessibility Plan (published on the school website) which specifically focuses on how we will improve equality of access to:

- education for pupils with disabilities;
- work for employees with disabilities;
- work or a family life for visitors and other members of our school community;
- other user groups who access our building.

We publish them together because they overlap and we want to make sure we are meeting our duties to promote positive outcomes in relation to disability, and actions to address other social identities.

Progress towards our Equality Objectives and the Accessibility Plan is reported on regularly to the Governing Body and reviewed annually. We publish an updated Equality Information Report annually about diversity in our school and how we are doing against our Equality Objectives.

We take steps to ensure our Equality Information Report and our Objectives are understood and implemented by all staff and are published on the school website. They will be made available in different formats and in different languages on request to the school office.

In line with DfE guidance on what we must or should publish on the school website, we will consider collecting and publishing governing board members' diversity data so that such information is widely accessible to members of the school community and the public.

## **7. Advancing equality of opportunity between different groups**

### **7.1 Disability equality**

Our commitment to achieving equality of opportunity for pupils with disabilities, their families, school staff, and other school users has a number of objectives:

We will promote equality for people with disabilities by:

- removing barriers to the accessibility of education, employment, services, information and buildings;
- encouraging good practice by our partners by giving relevant advice or instructions;
- ensuring we take their needs into account when procuring goods and services from our providers;
- promoting positive images of people with disabilities;
- challenging patronising or discriminating attitudes;
- making the environment as safe as possible for and challenging antisocial or bullying behaviour against, or harassment of pupils, staff or other school users with disabilities.

We plan to increase access to education for disabled pupils by:

- increasing the extent to which disabled pupils can participate in the school curriculum;
- increasing the inclusion of positive images of disabled people across the curriculum;
- improving the environment of the school to increase the extent to which disabled pupils can take advantage of education and associated services;
- improving the delivery of information to disabled pupils, to the standard of which is provided in writing for pupils who are not disabled;

We welcome the requirements of the disability equality duty and this section sets out our commitment to meeting the duty. Our Policy shows how we promote disability equality across all areas of the school, to disabled pupils, staff, parents, carers and other school users.

### **7.2 Racial equality and community cohesion**

We recognise that people of Black, Asian and Minority Ethnic (BAME) origin experience discrimination based on colour, race, nationality, religion, and ethnic origin. Racial harassment and violence are the most serious consequences of racism, damaging people emotionally and physically and limiting life choices and opportunities.

To ensure this school takes all necessary steps to prevent and tackle racial harassment and to help people of BAME origin live free from harassment, feel safe and enjoy and achieve throughout their education or working life at our school, we will take steps to:

- keep accurate records of all groups of faith or ethnicity, their backgrounds and needs and how we respond to them;
- encourage dialogue between different racial groups on the suitability of our educational provision;
- prevent racial discrimination, and promote equality of opportunity and good relations between members of different racial, cultural and religious groups;
- encourage pupils and their families of all ethnic groups to participate fully in all aspects of school life;
- use our support for the voluntary and community sector to promote good race relations;
- counter myths and misinformation that may undermine good community relations;
- ensure our staff and other adults working in our school, pupils and their families, as well as our partners and the wider community fully understand the principles of good race relations.

In addition, any racist incident are dealt with using the serious misbehaviours protocol in the school behaviour policy. Any racist incidents are recorded as such on Go4Schools and are identified in the AHT half termly bullying and harassment report.

### **7.3 Sex and gender reassignment equality**

We are committed to combating sex discrimination and sexism and promoting the equality of women, men, boys and girls.

We are also committed to ensuring the rights under the Equality Act of people undergoing gender reassignment (defined as applying to anyone who is proposing to undergo, is undergoing, or has undergone a process or part-process, for the purpose of reassigning their sex by changing physiological or other attributes). This means that in order to be protected under the Act, pupils or staff will not necessarily have to be undertaking a medical procedure to change their sex but must be taking steps to live in the opposite gender or proposing to do so. So far, the law has not acknowledged non-binary or genderless individuals, but we want to act appropriately to safeguard and include all members of our communities.

We will give due regard to the need to:

- eliminate unlawful discrimination, harassment, and victimisation on the grounds of sex or gender reassignment, including domestic violence, sexual violence, bullying, and exploitation;
- promote equality of opportunity between women and men in all our functions;

In addition

- Gender is one of the key groups used to monitor student academic progress
- AHT termly reports separate achievement data in to male and female, enabling patterns of underachievement to be identified and intervention to be put in place.
- School targets for individual pupils are set using national FFT data for KS3 and KS4 and national level 3 value added data for KS5. Both take gender into account into the national analysis.
- The Personal Development Curriculum covers the following -
  - Year 7 –
    - Healthy and unhealthy relationships
    - Different types of relationships
  - Year 8 –

- Sexuality and gender identity
- Sexting, consequences and the law
- Year 11 –
  - Child Sexual Exploitation
  - Sexual assault and rape culture
  - Homosexuality
  - FGM

#### 7.4 Religion and belief equality

This school recognises that people can face discrimination because of attitudes in society towards the religion, faith, or belief they hold or faith community they belong to. Faith-based hate crime has a character that is distinct from race-based hate crime. We also recognise that a person's religious (or similar) beliefs may mean that they have different needs, demands and expectations, which require flexibility. We understand this means we must assess the impact that our policies, functions and procedures have on promoting equality for people based on their religion, belief or non-belief. Our Personal Development is Equality Impact Assessed in terms of promoting equality with regards to religion, belief or non-belief.

(**Note:** There are exemptions under equality law e.g. the content of the curriculum but not the delivery of it; for schools with a religious character (faith schools) in admissions; freedom to provide collective acts of worship for one religion and not another; or to include all pupils regardless of faith in learning about a religious celebration without unlawfully discriminating. Check you are applying them properly using [DfE Guidance: 'The Equality Act and Schools'](#)).

#### 7.5 Sexual orientation equality

This school is committed to combatting unlawful discrimination, harassment and victimisation faced by people who are lesbian, gay, bisexual, transgender, or questioning (LGBTQ+) and we aim to ensure equality of opportunity in education, services, and employment.

We will respect the rights of individuals to be open about their sexual orientation, tackle homophobia, challenge stereotyping and improve knowledge about LGBTQ communities, both inside the community and across wider society.

We are committed to taking a proactive approach to preventing all forms of homophobia in the school community and will assess the impact of our policies, functions and procedures on promoting sexual orientation equality as part of the Equality Impact Assessment process.

- Gender and sexuality are covered by the PD curriculum
- Homophobic bullying, language and stereotyping is recorded as such using the school behaviour policy and is included in the AHT half termly 'Bullying and Harassment report'

#### 7.6 Pregnancy and maternity equality

This school is committed to ensuring that staff who are pregnant or have recently given birth are protected from both direct and indirect discriminatory practices, disadvantage and unfavourable treatment. A risk assessment will be put in place for any pregnant member of staff.

Under the Equality Act 2010 pregnancy/maternity is a 'protected characteristic' which, for the first time in law, has been extended to include students who are new or expectant mothers. It is unlawful to discriminate against them in any way either directly or indirectly.

Such a student is protected from discrimination because:

- they are or have been pregnant.

- they have given birth and unfavourable treatment occurs within a period of 26 weeks beginning from the day they gave birth.
- they are breastfeeding and unfavourable treatment occurs within the period of 26 weeks beginning from the day they gave birth.
- they have suffered a stillbirth (so long as they were pregnant for at least 24 weeks before giving birth).
- both direct and indirect discrimination due to pregnancy and maternity relates to being disadvantaged and treated unfavourably.

To ensure pupils who are pregnant or have recently given birth or have experienced a still birth are protected from discriminatory practices, this school will not exclude them purely on the grounds of pregnancy and will provide up to 18 calendar weeks of authorised absence immediately before and after the birth to help reintegrated the pupil into education as quickly as possible.

When a student discloses that they are pregnant, a key member of staff should be identified to co-ordinate education and support. Their role may include:

- informing any LA Coordinator for School-Age Parents once parental consent has been agreed.
- ensuring that all associated non-attendance (for medical check-ups and antenatal visits) is properly authorised and seeking advice from the School Health Service or Education Social Work Service, as appropriate.
- undertaking the necessary risk assessments.
- dealing with any instances of discrimination or bullying.
- co-ordinating education and support for the pregnant student together with the student, parents, staff and any external agencies and maintaining good communication links between all parties involved.
- ensuring the pregnant student receives information about the importance of using contraception to prevent a second pregnancy from an appropriate health professional.
- introducing local support groups for young parents and referring to the Connexions or similar service; and
- ensuring any new and expectant father is supported to attend antenatal and postnatal appointments, the birth itself and other necessary appointments, authorising absence appropriately. With the expectant mother's approval, the father may also be invited to attend pre and post birth meetings between the school, other professionals and the new/expectant mother.

A meeting will take place between the student, their parents/carers, the key member of staff, any medical professional necessary and any LA Inclusion Officer required to:

- develop a learning timetable taking into account future exams, work experience opportunities and other educational commitments and opportunities.
- identify any additional holistic support needs and refer as they arise e.g., to appropriate support agencies like Children's Centres, housing and counselling services etc.
- determine the level of confidentiality within school and who may need to be informed; and
- determine any Child Protection concerns (the person designated as the key member of staff for the individual student should inform the Designated Safeguarding Lead (DSL) of any child protection issues).

For students in public care, the Designated Teacher for Children Looked After should be included in discussions. The key member of staff might also be this Designated Teacher. If not, it is normally the role of the Designated Teacher to determine who may need to be informed about situations involving children in care, so it is likely that they should attend the initial meeting at least. If there are child protection concerns identified, the DSL must be informed.

For students on the Special Educational Needs Register, the Special Educational Needs Co-ordinator should be included in the discussions and for those with statements, the relevant LA Statementing Officer consulted where applicable.

Pregnant students should remain in school with the appropriate support unless medical needs dictate a home support package.

Post birth and following an acceptable six-week medical check, a plan can be formulated with appropriate professionals to reintegrate the mother back into full-time education.

Millom School will acknowledge the additional needs that new or expectant fathers who are students may have, and offer the same support, guidance and advice that they provide to pregnant students, signposting to local services if necessary. When the relationship between the student father and mother continues and the father wants to be involved, the pregnant student's key person should consult with the father. Where the father attends a different setting, the expectant mothers' key person should coordinate with a similar person from the other setting on behalf of the expectant father to ensure he can fully participate in his child's antenatal care, birth and life. Both settings should develop a simple liaison plan to facilitate this.

## **7.7 Equal opportunities for staff**

This section deals with aspects of equal opportunities relating to staff. We are committed to the implementation of equal opportunities principles and the monitoring and active promotion of equality in all aspects of staffing and employment.

- All staff appointments and promotions are made on the basis of merit and ability and in compliance with the law.
- We are also concerned to ensure wherever possible that the staffing of the school reflects the diversity of our community.
- As an employer we strive to ensure that we eliminate discrimination and harassment in our employment practice and actively promote equality across all groups within our workforce.
- We respect the religious beliefs and practice of all staff, pupils and parents, and comply with reasonable requests relating to religious observance and practice.
- We ensure that all staff, including support and administrative staff, receive appropriate training and opportunities for professional development, both as individuals and as groups or teams.

## **8. Roles and responsibilities**

We expect all members of the school community and visitors to support our commitment to promoting equalities and meeting the requirements of the Equality Act. We will provide training, guidance and information to enable them to do this.

### **8.1 The Governing Body**

The Governing Body will:

- ensure our school complies with all relevant equalities legislation;
- undertake relevant and up-to-date training in relation to our equality duties;
- designate a governor with specific responsibility for the Equality Policy and action plan;
- draw up, publish and implement our school's equality objectives;
- establish our Equality Objectives Action Plan is part of our School Development Plan;
- support the Head Teacher in implementing any actions necessary;
- ensure people are not discriminated against when applying for jobs at our school on grounds of a protected characteristics (disability, race, sex, gender reassignment, sexual orientation, pregnancy & maternity, age, marriage & civil partnership, and religion or belief, including lack of belief).
- take all reasonable steps to ensure our school environment is accessible to people with disabilities, and strive to make school communications as inclusive as possible for parents, carers and pupils;

- welcome all applications to join our school, whatever a child's socio-economic background, race etc.;
- ensure that no child is discriminated against whilst in our school because of their sex, disability etc.;
- inform and consult with parents, carers and the wider school community about the Policy;
- evaluate and review the information supporting the Policy annually;
- evaluate the objectives and action plan/school development plan at least every 4 years.

## **8.2 The Head teacher/senior leader responsible for equality**

The senior leader responsible for equality will take steps to ensure:

- staff and parents are informed about the Equality Policy, objectives and action plan;
- staff understand the broad legal definition of disability;
- the Policy is implemented effectively;
- they manage any day to day issues arising from the Policy whether for pupils, for our school as an employer or for our local community;
- staff have access to training which helps implement the Policy;
- they monitor the Policy, objectives and action plan and report to the Governing Body at least annually, on their effectiveness;
- the SLT are kept up to date with any developments which affect the Policy or action plan;
- appropriate support and monitoring is in place for all pupils and specific and targeted pupils under the Policy, with assistance from relevant agencies;
- all appointments panels give due regard to this plan, so that no one is discriminated against when it comes to employment or training opportunities;
- the principles of equal opportunity are promoted when developing the curriculum, respect for other people, and equal opportunities to participate in all aspects of school life;
- all incidents of unfair treatment and any incidents of bullying or discrimination, including racist incidents, are appropriately recorded and treated with due seriousness and in line with the Whole School Behaviour Policy and procedures;
- complaints of discrimination, harassment, or victimisation are dealt with speedily and complainants are notified of the outcome and actions taken;
- appropriate action is taken according to who is being affected e.g. pupil, member of staff, volunteer etc. in the event of equality expectations not being met.

## **8.3 All staff: teaching, non-teaching and other adults involved with our school**

All staff, both paid and unpaid are required to:

- understand and accept that equality is a whole school issue and support our Equality Policy and objectives;
- be aware of the Equality Policy and objectives and how they relate to them and their work;
- keep themselves up to date with relevant legislation and attend any training/information events;
- ask for support if they have questions or need training;
- ensure all pupils are treated fairly, equally (or equitably e.g. giving more or less support than to others to achieve the same aims), and with respect;
- strive to include materials that provide positive images, especially based on race, sex, and disability and that challenge stereotypical images;
- ensure that all pupils with a protected characteristic are included in all activities and have full access to the curriculum;
- promote equality and diversity through teaching and our relationships with pupils, staff, parents, and the wider community;
- understand how to deal with incidents of concern, and how to identify and challenge bias and stereotyping;
- know our procedures for reporting incidents of racism, harassment, or other forms of discrimination.

## 8.4 Pupils

Pupils are expected, and will be supported, to:

- be involved in the development of the Policy to help them understand how it relates to them in an age or ability appropriate way;
- act in accordance with any relevant part of the Policy;
- 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;
- help us ensure our peer support programme promotes understanding and supports pupils who are experiencing discrimination.

## 9. Disseminating, monitoring and reviewing the Policy

This Equality Policy along with the Equality Objectives and data is available:

- on the school website.
- as paper copies in the school office.
- in the staff handbook.
- on display for visitors, including parents and carers.

It can also be made available in other formats e.g. another language, or braille.

We update and re-publish our Equality Policy as necessary, our school profile and objectives annually to account for the September intake or staffing changes and how they affect diversity in school, and the action plan no less than every 4 years. We will also review our action plan in brief annually in light of any new objectives to ensure our longer-term goals remain relevant.

We publish copies of other relevant Policies and guidance, including those on behaviour, anti-bullying and special educational needs, on our school website.

## 10. Complaints

If a member of the public feels that they have suffered discrimination, harassment, or victimisation from this school because of their protected characteristic i.e. race (including nationality, ethnic group, regional or national origin), sex, gender reassignment, sexual orientation, age, marital or civil partnership status, pregnancy or maternity, disability, or religion or belief (including lack of belief), they should report it using our normal School's Complaints Procedure. For more information please see [Model Complaints Procedure Maintained Schools v1 Oct 2020 \(millom.cumbria.sch.uk\)](https://www.millom.cumbria.sch.uk)

Complaints by staff will be dealt with under the Grievance Procedure, as appropriate. For more information please see [\[insert link to Staff Grievance Procedure on staff network\]](#).

We take all complaints seriously and will take appropriate action to eliminate discriminatory behaviour.

We will monitor complaints to help establish whether we are meeting our equality duties and report regularly to the Governing Body about the nature of complaints made and action taken.

## REFERENCED STATUTORY AND NON-STATUTORY GUIDANCE

The following statutory and non-statutory guidance was used in research and/or referenced in formulating this Equality Policy, Objectives and Action Plan:

- [UN Convention on the Rights of the Child](#)
- [UN Convention on the Rights of People with Disabilities](#)
- [Human Rights Act 1998](#)
- [The Equality Act 2010 and Schools \(UK Gov Department for Education\)](#)
- [Public Sector Equality Duty: Guidance for Schools \(Equality and Human Rights Commission\)](#)
- [The Essential Guide to the Public Sector Equality Duty \(EHRC\)](#)
- [Technical guidance on the Public Sector Equality Duty: England \(EHRC\)](#)