

1 Fitzharry's Commitment to Equalities

As a school we welcome our duties under the Equality Act 2010. The general duties are to:

- eliminate unlawful discrimination, harassment and victimisation
- advance equality of opportunity between different groups
- educate on difference and foster good relations between different groups

We understand the principle of the act and the work needed to ensure that particular groups are not discriminated against and are given equality of opportunity.

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.

The school recognises that new Positive Action provisions in the Equalities Act 2010 allow us to target measures that are designed to alleviate disadvantages experienced by, or to meet the particular needs of, pupils with particular protected characteristics. If we decide to use these we will ensure that it is a proportionate response to achieve the relevant aim.

2 People affected by this policy

Fitzharrys School is committed to ensuring that all people connected with the school ('the school community') are treated fairly regardless of their Sex, Gender Reassignment, Race, Religion, Disability, Sexual Orientation, Pregnancy, Marriage and Age. In the 2010 Equality Act these are known, and referred to in this policy, as the 'protected characteristics'. This includes students, staff, parents, other visitors and governors. The school will regularly review all related policies to ensure that they are not discriminatory either in intention or effect.

The school recognises it has to make special efforts to ensure that the following groups within the school community also prosper:

- Armed Forces children
- Looked after children (LAC) and their carers
- Travellers, refugees and asylum seekers
- Those with special educational needs
- Economically deprived or disadvantaged students

3 Specific issues

The school has identified the following issues that may be barriers to effective learning and successful working at the school:

- Low self-esteem
- Low expectations
- Peer group pressure
- Experience of bullying, harassment or social exclusion
- Low income leading to difficulty in participating in some aspects of school life and no adequate home study space
- Low parental support or different parental expectations
- Frequent moves and lack of stability in life leading to time out of school or low attendance
- Lack of help with emotional, mental & physical well-being and poor behaviour including exclusions
- Language difficulties

- Special Educational Needs
- Lack of physical access to school facilities or services
- Inappropriate curriculum
- Recruitment, management and development of staff and governors

The school will remain sensitive to changes in factors affecting the education of our students and will update this policy as appropriate.

4 Actions to support this policy

This Equality Policy is supported by the Equality Plan which is monitored by the Governors' Community Support and Partnerships committee. The plan is a working document which details specific initiatives as well as ongoing activities to support the policy and is available on request from the Clerk to the Governors (email clerktothegovernors@fitzharrys.oxon.sch.uk).

The Governing Body will review annually progress made to achieve equalities objectives.

As a result of our audit of equalities 27th April 2016, The Governing Body has agreed the following equalities objectives:

- 1. Reduce the number of bullying incidents experienced by students.**
- 2. Eliminate racist language from students within the school.**
- 3. Ensure learners with particular needs make progress and achieve relative to their peers and prior attainment.**

The Equalities Objectives will next be reviewed in June 2018

5 Policy Links

Admissions and Appeals
Confidentiality
Behaviour
Anti-bullying
Safeguarding
Personal Social Health Citizenship Education (PSHCE)
Information Advice and Guidance (IAG)
Dignity at Work (for employees)