



Launceston College

A Multi Academy Trust

SINGLE EQUALITY SCHEME

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Review by: LOR

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Foreword

Launceston College MAT aims to be recognised as a leader of diversity and equality in its work and as an example of good practice in delivery of services and employment. This scheme reflects this ambition and the activities which will deliver this.

Equality of opportunity and social inclusion issues will ensure that all communities and organisations can truly benefit from and contribute to the improvements we are making.

Success of Launceston College MAT's Single Equality Scheme will require ownership by Governors, senior leaders, all staff, students, parents, school partners and the wider school community.

Launceston College MAT's Single Equality Scheme serves essentially two purposes:

1. To set out our school's overall commitment to equality and diversity in one central document. The policy therefore contains:

- Launceston College MAT's approach to all six Equality Strands: race, religion and belief, sexual orientation, disability, age and gender (including transgender), and
- How Launceston College MAT will manage, plan and include its equality and diversity policy within its day to day work.

2. To act as the 'umbrella' document for both our statutory and non-statutory equality schemes. The policy therefore contains:

- Launceston College MAT's statutory equality schemes in relation to race, disability and gender (including transgender)
- Launceston College MAT's non-statutory schemes in relation to sexual orientation, religion/belief and age.

The policy will help schools to ensure that they focus more on the outcomes that matter to the community and people who use their services; and that their services are more accessible and delivered effectively.

The policy incorporates, for the first time, information, issues and potential areas for action in relation to sexual orientation, age and religion/belief. While there is no legal requirement to develop 'schemes' in these areas, broadening the approach to all six recognised equality strands illustrates our commitment to ensuring equality for all.

Section 1. Introduction

In the implementation of this Scheme we have moved from a focus on an individual response to an approach that builds on race, disability and gender considerations from the start and at every level of Launceston College MAT; at strategic, policy, management and classroom level. We need to be able to demonstrate what we have done and what we plan to do to improve opportunities and outcomes for students, staff, parents and other users of Launceston College MAT. This scheme will be monitored and delivered through the Governors' role plus school improvement and self-evaluation processes.

Launceston College MAT will ensure that every student irrespective of race, disability, gender, religion and belief or sexual orientation is able to achieve high standards and that strategies are in place to tackle under-achievement. We will ensure that every pupil has access to the necessary support required to enable them to achieve their highest potential. We will ensure that Launceston College MAT's procedures for reward and behaviour management are fair, effective and equitable.

Launceston College MAT will ensure that the adults working or volunteering in Launceston College MAT reflect as far as reasonably possible, a balanced gender mix, appropriate representation of diverse ethnic groups and disabled people. We believe that this will provide good role models for students from all backgrounds.

Launceston College MAT will involve students, staff, parents, carers, governors and all other stakeholders in the development of our Single Equality Scheme. All stakeholders need to be involved from the very start and their involvement will inform the preparation, development, publication, review and reporting of the Scheme. The aim is to ensure that we meet the needs of people from different ethnic backgrounds and children and adults with disabilities.

Our intention is to ensure that:

- For every student to feel valued for who they are, so they can grow and flourish into confident, successful adults.
- For every student to have no barriers to opportunity, achievement, success or enjoyment.
- For all our families to feel valued and their diversity recognised and celebrated.
- That our wider community benefits from the work of the school, building on the values of community cohesion.

Section 2 - School profile and values

The Launceston College Multi Academy Trust aims to provide and maintain outstanding schools which serve the community enabling young people to be successful, happy, and responsible by learning the knowledge, skills and values that are important for society.

The Launceston College MAT consists of two large secondary schools: Launceston College and Bideford College and from 1 September 2017 a village primary school, Egloskerry Primary School. The MAT has been approved to build and open a "Two form Entry" Primary School in September 2019 which will be the "Launceston College Primary Campus"

Launceston College is located in the market town of Launceston in north Cornwall. Our community come from the town of Launceston and the surrounding villages which are within 12 miles of the College.

Bideford College serves the historic port town of Bideford in North Devon; the community is based in the town and the surrounding villages.

The profile of our student cohort is analysed annually, using the DfE Raise Online report as an indicator for national comparison. Our staffing profile is analysed internally.

Launceston College MAT is committed to:

- Tackling discrimination of all kinds: including race, disability, gender, gender identity, sexual orientation, religious belief and age discrimination.
- Positively promoting race, disability and gender equality.
- Creating good relationships with all groups it serves: by race, culture, gender, disability, sexual orientation, religious belief and age.
- Promoting equality of opportunity for all.

Launceston College MAT will ensure that:

- School policies are consistently supportive of equalities issues
- Short, medium and long term planning is supportive of equalities issues
- The progress and welfare of students, against equalities measures, is effectively monitored and supported.
- Staffing matters, including recruitment and performance management arrangements, are supportive of equalities issues
- Engagement with stakeholders and local communities supports the effective delivery of the Single Equalities Scheme.

Section 3 – Racial Equality and Community Cohesion

Launceston College MAT recognises that Black, Asian and Minority Ethnic people experience discrimination on the basis of colour, race, nationality, religion and ethnic origin. This discrimination manifests itself in all areas of their lives such as housing, employment, education and access to services. Racial harassment and violence is one of the most serious consequences of racism, damaging people emotionally and physically and limiting life choices and opportunities. Launceston College MAT will take all necessary measures to prevent and tackle racial harassment and assist Black and Minority Ethnic people to live in freedom from harassment and to feel safe as they enjoy and achieve throughout their education.

Launceston College MAT is committed to working for the equality of all ethnic groups and the Governing Body understands its accountability.

Under the duty in the Race Relations (Amendment) Act 2000 to promote racial equality we will:

1. Tackle unlawful discrimination by:

- Keeping accurate records of all ethnic and faith groups, their backgrounds and needs and how we respond to them.
- Dealing with complaints of discrimination and harassment speedily according to Local Authority Guidance, *Guidelines for Challenging and Dealing with Racial Harassment in Schools* and notify complainants of the outcomes and action taken.
- Encouraging dialogue between different racial groups on the appropriateness of our service offer.
- Preventing racial discrimination and promoting equality of opportunity and good relations between members of different racial, cultural and religious groups.

2. Support cohesion by:

- Promoting activities that celebrate our common experience as well as those that recognise diversity generally and foster understanding and respect for the culture and faith of all our students and their families.
- Encouraging students (and their families) of all ethnic groups to participate fully in all aspects of school life.
- Using our support for the voluntary and community sector to promote good race relation

- Countering myths and misinformation that may undermine good community relations.

3. Work in partnership with Black, Asian and Minority Ethnic individuals and groups to:

- Promote the active participation of minority communities in shaping the future of our college.
- Ensure Launceston College MAT staff (both permanent and temporary), learners and their families as well as our partners and the wider community fully understand the principles of good race relations.
- Expand access across all communities and in all areas of college activity.

Our **Race Equality Policy** forms part of the Launceston College MAT Single Equality Scheme and is reviewed annually to meet the requirement of the scheme. Progress will be reported annually.

Community Cohesion

We fully embrace our role in promoting Community Cohesion in line with the Race Relations (Amendment) Act 2000.

Community Cohesion is the process that should happen in all communities to ensure that different groups and individual people get on well together. It should also allow for new residents and existing residents to adapt to one another's needs and cultural heritage.

At Launceston College MAT, we will promote:

- A sense of shared values by celebrating the cultural diversity of our school community.
- A sense of respect, tolerance and inclusion of all people and all cultures represented in the school and beyond it.
- Community cohesion through our curriculum offer, extra-curricular activities and through the welfare and support offered to all students and their families.
- A global and cultural awareness through maintaining our International Schools Award and developing an action plan for further development in this respect.
- A strong sense of individual rights and responsibilities within the College community.
- That young people trust the College to act fairly.
- That relationships are strong and positive.

Section 4 - Disability Equality Duty

Launceston College MAT's commitment to disabled learners, their families and also to staff equality, has four objectives:

Launceston College MAT will promote equality for disabled people by:

- Removing barriers to accessibility, particularly in relation to education, employment and access to services, information and buildings.
- Encouraging good practice by our partners through our advisory capacity.
- Upholding the Social Model and our guiding principles in our role in procurement and in our partnership duties.

Launceston College MAT will tackle discrimination against disabled people by:

- Promoting positive images of disabled people.
- Challenging patronising or discriminating attitudes.
- Making the environment as safe as possible for and challenging antisocial or bullying behaviour against, or harassment of, disabled learners, staff and families.

Launceston College MAT will support disabled learners to achieve their full potential by:

- Providing where possible, support, assistance and care to disabled learners to enable them to lead independent lives.
- Supporting the formation of groups, networks and services for disabled learners and disabled employees of Launceston College MAT and people who are disabled in the community.
- Supporting disabled learners, staff and carers according to their individual need.
- Ensuring that the progress of learners or the career development of staff, is regularly monitored.

Launceston College MAT will work in partnership with disabled learners and their carers and staff by:

- Enabling disabled learners, their families and disabled staff to have active participation in all areas of school life.
- Involving disabled learners, their families and disabled staff in the changes and improvements we make.
- Consulting with disabled learners, their families and disabled staff on issues affecting them rather than with people acting on their behalf.

Launceston College MAT welcomes the requirements of the Disability Equality Duty and this section sets out our commitment to meeting the Duty. Our Scheme shows how we promote disability equality across all areas of Launceston College MAT, to disabled students, staff, parents, carers and other school users.

When carrying out our functions, we will have due regard for the need to:

- Promote equality of opportunity between disabled people and other people.
- Eliminate discrimination that is unlawful under the Disability Discrimination Act (1995).
- Eliminate disability related harassment.
- Promote positive attitudes towards disabled people.
- Encourage participation of disabled people in public life.
- Take steps to meet disabled people's needs, even if this requires more favourable treatment.
- Have a Disability Equality Scheme.

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

- Increasing the extent to which disabled learners can participate fully in the curriculum offer
- Increasing the inclusion of positive images of disabled people across the curriculum
- Improving the environment of Launceston College MAT to increase the extent to which disabled learners can take best advantage of education and associated services.
- Improving the delivery of information to disabled learners, to the standard of which is provided in writing for learners who are not disabled.

This is detailed in the specific Accessibility Plan of the schools and colleges that make up Launceston College MAT.

Section 5 - Gender Equality Duty

The College is committed to combating sex discrimination and sexism and promoting the equality of women and men. It is recognised that society has stereotypes for both women and men, and both women and men can lose opportunities because of these stereotypes. The College is aware that staff with caring and domestic responsibilities may need to work part-time or flexible working hours. Launceston College MAT works in partnership with other agencies to eliminate sexual harassment, domestic violence and other hate crimes. The College is also committed to ensuring the rights, under the Gender Recognition Act 2005, of transgender people (who have Gender Recognition Certificates).

Launceston College MAT will ensure that we;

- Monitor student progress in relation to gender and address issues as are presented by this.
- Address gender stereotyping in subject choices, careers advice and work related learning. This is also addressed through aspects of the curriculum.
- Monitor behavioural issues and incidents of bullying by gender, and address issues as are presented by this.
- Where relevant, incidents are reported to the Local Authority.
- Staffing levels, specialism and levels of responsibility are monitored with a view to ensuring there is good representation of each gender.

Section 6 - Religion and Belief Discrimination

Launceston College MAT recognises that people can face discrimination because of attitudes in society towards the faith communities to which they belong. Faith-based hate crime has been an increased phenomenon in recent years, developing a character that is distinct from race hate crime.

Launceston College MAT also recognise that a person's religious (or similar) beliefs may mean that they have different needs, demands and expectations, which require flexibility.

Launceston College MAT are committed to eliminating discrimination and exclusion on the basis of religion or belief.

Launceston College MAT also recognise the need to consider the actions outlined by the Equality Act 2006 (Religion & Belief) which requires us to assess the impacts which our policies, functions and procedures have on promoting equality for people based on their religion, belief and non-belief.

Equality with regard to religion or belief is promoted at all levels in Launceston College MAT and particularly within the RS curriculum. This is supported by:

- Marking key national / international events, such as National Holocaust Day
- Visiting speakers into assembly
- Raising awareness of local faith events
- Making provision for students to have space and dignity when practising their faith, or to take a course of study in their particular faith, if requested

We will monitor the effectiveness of this aspect of the Scheme through:

- Ensuring that both religious studies (RS) and information and guidance (IAG) have an important status in the curriculum and are properly resourced.
- Student conferencing activities.
- Monitoring student progress, where possible, for students of different religious affiliations.
- Monitoring other relevant data such as attendance, rewards and behavioural incidents.

Section 7 - Sexual Orientation Discrimination

Launceston College MAT is committed to combating discrimination faced by lesbians, gay men, bisexual, transgender and questioning (LGBTQ) people. We aim to ensure equality of opportunity for LGBTQ people across services and employment.

Launceston College MAT will respect the rights of individuals to be open about their sexual orientation, tackle homophobia, challenge stereotyping and improve knowledge about LGBTQ communities, both internally and to the community as a whole.

Launceston College MAT recognises the need to protect learners from unlawful discrimination and harassment on grounds of sexual orientation as required by the Equality Act (Sexual Orientation) Regulations 2007. Launceston College MAT are committed to taking a pro-active approach to preventing all forms of homophobia within Launceston College and will assess the impact of our policies, functions and procedures on promoting sexual orientation equality as part of the Equality Impact Assessment process.

We will deal with complaints of discrimination and harassment speedily and notify complainants of the outcome and actions taken.

Our curriculum will effectively deal with issues of sex and relationships education.

We will also involve and take advice from external agencies where this can be of support to the school.

Section 8 – Age Discrimination

Launceston College MAT is committed to promoting equality of opportunity for younger and older people. We recognise that at times, society has negative attitudes, stereotypes and myths about young people and older people. These attitudes can lead to people being socially and economically disadvantaged, excluded and marginalised.

We believe that all people have the right to equality of opportunity and can make a significant and valuable contribution to the wider community.

Age equality means securing the equal participation in society of people of every age, securing a balance between equal citizenship, equality of opportunity, equality of outcome and respect for difference.

We will ensure that through the curriculum and the opportunities beyond it, barriers to community cohesion are addressed and the values of tolerance and respect are upheld.

We will also ensure that in our recruitment practices, as well as staff development opportunities, that we are fully inclusive in our approach to age issues within the workplace.

Section 9 - Anti-bullying and Discriminatory Policy Framework

All forms of bullying and discrimination are unacceptable. We have set out the measures that we will take to address bullying and discriminatory incidents in our Anti-Bullying Policy. We submit data regarding bullying and discriminatory incidents to the Children, Schools and Families Service.

Our objectives are to prevent harassment or bullying of any kind and create an ethos where acceptance, tolerance and respect for others are the hallmarks of all that we do.

Students are encouraged to speak to an adult if there is an issue with bullying. As an example, at Launceston College a student could speak to their form tutor, Head of House, wider Student Support team or a member of the Academy Leadership Team (ALT). With regard to issues of safeguarding, students are encouraged to report this to the Designated Safeguarding Lead (DSL) or assistant.

Our anti-bullying policy is reviewed annually, in line with the Cornwall and Isles of Scilly Local Safeguarding Children Board Anti-Bullying and Discriminatory Policy Framework.

The impact of our policy will be assessed through:

- Termly analysis of behavioural incidents and exclusions analysis.
- Student conferencing activities, particularly through the Student Council.
- Student and parent surveys.
- Communication with external partners such as Anti-Bullying Cornwall (A.B.C.)
- Principal's Report.

Staff will receive relevant training in relation to bullying and discriminatory incidents relating to homophobia, racism, extremism, disability harassment, sexual and gender bullying, and religious harassment.

Section 10 - Employment Practices

Launceston College MAT observes the principles of equal opportunities in how we employ, develop and treat our staff.

We will ensure that:

- We observe and implement the principles of equal opportunities in employment and adhere to all relevant legislation and Local Authority guidelines.
- We are fully compliant with the requirements of safer recruitment legislation and that staff who manage the employment and recruitment processes have undertaken the required training.
- All teaching staff are subject to performance management and support staff have an annual review.

Section 11 - Equality Impact Assessments

Key policies, functions or procedures that have been assessed as relevant to meeting the duties set out under race, gender, disability and religion or belief legislation are reviewed in the light of such. In line with best practice we will also assess the impact of our key policies, functions and procedures on promoting sexual orientation equality.

The main system by which we will assess the impact of our current policies, functions or procedures will be through carrying out Equality Impact Assessments.

Equality Impact Assessments (EIA) test current performance and what can be done better in the future. The EIA determines whether a policy or service has a “positive, negative or neutral impact” on some sections of society. It can also be used to test future policies or services. The impacts enable us to take into account the needs of women or men, Black, Asian and ethnic minority groups, disabled people, people’s religion or belief, sexual orientation or age. Council guidance is followed and staff and Governors who are responsible for carrying out these assessments are required to attend relevant training.

Section 12 - Consultation and Information

We will involve stakeholders in the preparation of the school’s Single Equalities Scheme in the following ways:

- *Students* – Through the IAG curriculum and through Student Voice
- *Parents* – A copy of the Scheme will be put on the school’s website and parents will be requested to give input into its further development.
- *Staff and Governors* – A copy of the Scheme will be shared with the staff team, who are requested to give input into its further development.

- *External Partners* – The school will discuss the Scheme, plus associated school policies, with relevant multi-agency partners.

Section 13 – Governor Responsibility

The Governing body accepts its responsibility to promote equality and eliminate discrimination and harassment, as outlined in this Single Equalities Scheme. Governors will ensure the school meets the requirements of the Race, Disability and Gender Equality Duties, and meets the requirements of the Equality Act 2006 Religion and belief and Equality Act (Sexual Orientation) Regulations 2007.

Governors will do this through:

- Involvement in the formulation and review of the Single Equalities Scheme and all other related policies.
- Attendance at relevant Local Authority briefings.
- Involvement in setting school priorities and systems for monitoring and accountability.
- Ensuring the Scheme is effectively impact assessed.

Section 14 - Contracting and Procurement

Contractors undertaking works on behalf of the College and suppliers providing goods and services to the College will be expected to display the same commitment to implementing equal opportunities standards within employment and service delivery as the College does.

Section 15 - Reporting and reviewing the scheme

Relevant issues arising out of the Scheme will be addressed through Governing Body meetings. Specific aspects relevant to closer monitoring (eg: progress of specific groups of students) will be reported directly to the Governing Body through the Students, Curriculum committee and ALT. The Single Equalities Scheme Action Plan will be reviewed on a three year basis, with input from the Governing body.

Section 16 – Publication

Launceston College MAT's Equality Scheme will be published on the individual college's and school's websites.

Section 17 – Complaints

The Single Equality Scheme covers a wide degree of equalities issues which the school commits to supporting, in line with national legislation.

Parents / carers who wish to raise a complaint about harassment or unfair treatment with regard to any aspect of the Single Equalities Scheme, should do so within the College's Complaints Procedure.

Complaints by staff will be dealt with under the Grievance or Dignity at Work Policies, as appropriate.