



The Attic

Single Equality Policy

Date of policy	June 2017
Date presented to Management Committee	July 2017
Date ratified by Management Committee	July 2017
Date for review	July 2018

Single Equality Policy

The Attic's Policy is a statement of vision and guidance, whereas the Scheme is a plan of action to tackle and eliminate aspects of discrimination and promote equality.

Policy Introduction

The Attic's approach to promoting equality, as defined within the Equality Act (2010) covers sex, race, disability, religion or belief, sexual orientation, pupils who are pregnant, undergoing or who have undergone gender reassignment and the school statutory to produce a Single Equality Scheme from April 2011.

Equality – aims and values

The Attic aims to provide equality and excellence for all in order to promote the highest possible standards:

- a culture of respect for others
- promoting equality by recognising and celebrating differences between people
- a community where young people are well prepared for life in a diverse society

The Attic's Approach to Promoting Equality

The overall objective of The Attic's Equality Policy is to pursue its equality duties to eliminate unlawful discrimination and harassment, promote equality of opportunity, and promote good relations and positive attitudes between people of diverse backgrounds in all its activities. Through the Equality Policy, The Attic seeks to ensure that no pupils, staff, parents, guardians or carers or any other person through their contact with the school receives less favourable treatment on any grounds which cannot be shown to be justified.

This includes the protected characteristics identified within the Equality Act (2010) i.e., sex, race, disability, religion or belief, sexual orientation, pupils who are pregnant, undergoing or who have undergone gender reassignment.

Community Cohesion

The Attic strives to improve community cohesion through:

- promoting understanding and engagement between communities

- encouraging all children and families to feel part of the wider community
- understanding and responding to the needs and The Attics of all our communities
- tackling discrimination
- increasing life opportunities for all
- ensure learning, teaching and the curriculum explores and addresses issues of diversity Implementing the Equality Act (2010) and Developing the Single Equality Scheme in Surrey Schools - 2011 Guidance for Schools

Roles and Responsibilities – Attic Management Committee is Responsible For:

- making sure the school complies with current equality legislation
- making sure this policy and its procedures are followed

The Headteacher is responsible for:

- making sure the policy is readily available and that the managers, staff, pupils and their parents/carers know about it
- making sure its procedures are followed
- producing regular information for staff and managers about the policy and how it is working
- providing training for them on the policy, if necessary
- making sure all staff know their responsibilities and receive training and support in carrying these out
- taking appropriate action in cases of harassment and discrimination

All The Attic staff are responsible for:

- modelling good practice, dealing with discriminatory incidents and being able to recognise and tackle bias and stereotyping
- promoting equality and avoiding discrimination against anyone
- keeping up to date with the law on discrimination and taking training and learning opportunities
- Visitors and contractors

Young People are responsible for:

- keeping equality and diversity issues on the Youth Forum agenda, through a shared input with staff on developing policies relating to this area eg anti bullying policy, behaviour policy.

Parents/Carers are responsible for:

- Reviewing the anti-bullying policy and specifically racist and homophobic bullying

Monitoring, Reviewing and Assessing Impact

The Attic's Equality Policy is supported by a Single Equality Scheme. This will be reviewed annually by parents/carers, staff, young people and HMC. It links to The Attic Development Plan.

Any pattern of inequality found as a result of impact assessment will be used to inform future planning and decision-making.

The Single Equality Scheme

The Attic's single Equality Scheme aims to provide a plan of action to tackle and eliminate discrimination by

- Eliminating conduct that is prohibited by the Act
- Advancing equality of opportunity between people who share a protected characteristic and people who do not share it
- Fostering good relations across all characteristics - between people who share a protected characteristic and people who do not share it.

The specific duties are as follows:

- Publish information showing that they have complied with the general duty
- Publish sufficient information to show that they have considered the three aims of the general duty across their functions: Single Equality Policy, Single Equality Scheme and Disability Accessibility Plan.

The Specific Duties a). Information Showing how The Attic has complied with the General Duty

To be completed before update

Duty	Actions Taken
Eliminate conduct that is prohibited by the Act	
Advance equality of opportunity between people who share a protected characteristic and people who do not share it	
Foster good relations across all characteristics – between people who share a protected characteristic and people and people who do not share it.	

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The Specific Duties b). Publish Evidence of Equality Analysis Undertaken

Policy/Practice Considered	Outline how the policy/practice was evaluated	Outcome of analysis

The Specific Duties – c) Publish Details of Engagement Undertaken

Individual/Group engaged or consulted with	Outline the nature of the engagement	Summerise outcomes from consultation

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Specific Duties – d) Set and Publish Equality Objectives

Characteristic	Objective	Success Criteria	Date for Review	Responsibility