



Equality Policy

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Approved by Governors | October 2024

Minsthorpe Community College: A place where everyone plays a part in strengthening our learning community through Motivation, Commitment & Care.



Minsthorpe
Community College

Section 1

Introduction

This Equality Policy represents a commitment to a common set of values and objectives, and to a consistent approach to communicating, implementing and monitoring the policy.

Section 2

Aims

We recognise that the public sector equality duty has three aims, and they are to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct under the Equality Act 2010.
- Advance equality of opportunity between people who share a protected characteristic and those who do not
- Foster good relations between people who have a shared characteristic and those who do not

Minsthorpe Community College will annually review how well we achieve these aims with regard to the protected groups under the Equality Act 2010.

Minsthorpe Community College policies are assessed with regard to their impact on equality issues, with specific reference to the aims of the Equality Act 2010. The Equality Impact Assessments focus on the protected characteristics listed in Section 3.

The College vision and values create a culture across Minsthorpe Community College where the equality aims are met through our daily practice. We work relentlessly to ensure individuals feel valued and we strive to be consistent in terms of equality when putting policy into practice.

The following policies demonstrate the College's compliance with the equality aims. These policies provide specific detail on how Minsthorpe Community College complies with the equality aims. Those marked with an asterisk can be found on the College website. Others are available on request.

Policies and Procedures relevant to equality of students include:

- Admission Policies*
- Curriculum Policy*
- Behaviour Policy *
- Anti-Bullying Principles and Practice*
- Safeguarding and Child Protection Policy*
- Pupil Premium Strategy Statement*



- Student Support SEND Policy*
- Uniform Policy*

Policies and Procedures relevant to equality of staff include:

- Staff Recruitment Policy and Procedures
- Staff Code of Conduct
- Personal Harassment Policy
- Pay Policy*
- Policy for Appraising Staff
- Staff Disciplinary Policy
- Menopause and the Workplace Policy
- Staff Wellbeing Policy
- Flexible Working Policy
- Carer's Leave Policy
- Sickness Absence Policy
- Fertility Journey Policy

Policies and Procedures relevant to equality of all stakeholders include:

- Accessibility Plan*
- Complaints Policy*



Section 3

Scope

This policy encompasses the following protected characteristics:

- age
- disability
- gender reassignment
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation
- marriage and civil partnership

Section 4

Values, principles and standards

Equality of opportunity is fundamental to good practice in education, in which fairness of opportunity for all is a basic right. This policy is therefore underpinned by the following values, principles and standards:

- equality and social justice
- acknowledging and valuing diversity
- respect for others
- compliance with equality legislation
- elimination of all forms of prejudice and unfair discrimination
- active challenge to stereotypes, prejudiced attitudes and unfair discriminatory behaviour
- commitment to inclusive education which enables and supports all students to develop their full potential
- commitment to the positive development of all staff and governors
- commitment to fair and open recruitment processes
- accountability for compliance with this policy by all members of the College community.



Section 5

Equality Objectives

Our College Vision was agreed in consultation with all stakeholders and clearly articulates the inclusive ethos of our College.

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This vision is at the heart of all we do as a College.

We have set ourselves the following objectives:

- i. To incorporate 'Fundamental British Values' across the curriculum, including democracy, rule of law, individual liberty and mutual respect and tolerance
- ii. To provide opportunities for stakeholders to celebrate their own culture, religion, and beliefs and to appreciate those of others
- iii. To deliver a curriculum across Key Stages 3, 4 and 5 which is highly personalised, broad, ambitious and inclusive
- iv. To diminish the difference in outcomes between students for all groups of students, especially students eligible for Pupil Premium, students with special educational needs and disabilities, children in care and students from minority ethnic groups
- v. To routinely reinforce BE FAIR expectations in lessons which allow all students to learn in a safe, calm, orderly and supportive environment
- vi. To promote awareness of mental health and well-being and to broker appropriate support, when necessary
- vii. To address incidences of homophobic, sexist, disablist and racist language by stakeholders
- viii. To ensure all employees are treated with equality, respect, and fairness in terms of recruitment, training and promotion
- ix. To collect diversity information from the governing body and to evaluate this data, using it as a basis for discussion and action



Section 6

Responsibilities and accountabilities

The Governing Body is responsible for:

- Ensuring the College follows its Equality Policy and related policies and meets its legal responsibilities with respect to equality

The Principals are responsible for:

- giving a consistent and high-profile lead on equality and diversity
- advancing equality and diversity inside and outside the College
- ensuring policies and procedures are in place to comply with all equality legislation
- ensuring that the College implements its Equality Policy and related policies

The Leadership Team and Middle Leaders are responsible for:

- putting the College's Equality Policy and related policies into practice
- making sure that all staff know their responsibilities and receive the support and training necessary to carry them out
- following the relevant procedures and taking action in cases of unfair discrimination, harassment, bullying or victimisation

All staff (teaching and associate) are responsible for:

- promoting equality and diversity, and avoiding unfair discrimination
- actively responding to any incidents of unfair discrimination, related to protected characteristics perpetrated by students, other staff or visitors
- participating in relevant training
- acting as role models for students and other staff in terms of the College's vision and values

Students are responsible for:

- respecting others in their language and actions
- following the Code of Conduct, including BE FAIR and BE FAIR Everywhere expectations
- sharing concerns with an adult about unfair treatment

Parents / Carers are responsible for:

- supporting the College's inclusive ethos
- sharing concerns with the College about unfair treatment



Section 7

Monitoring and review

The policy was first established in 2012 through consultation with a staff representative group.

The Equality Policy is subject to consultation with the recognised trade unions on behalf of their members as and when it is updated. The policy requires an annual review, unless there are updates to legislation in advance of this that would require a review sooner. The policy will be consulted upon where review leads to changes to the policy.



Final Section

Equality Assessment

This policy has been assessed with regard to its impact on equalities issue, with specific reference to the aims of the Equality Act 2010. The equality impact assessment focused on race, gender, disability, pregnancy and maternity, age, sexual orientation, gender identity and religion/belief.

Policy Review Schedule

Policy last reviewed:	Due for next review:	Role Responsible:
Spring 2009	Spring 2012	Vice Principals
Spring 2012	Spring 2015	Vice Principals
Spring 2015	Spring 2016	Associate and Vice Principals
Spring 2016	Spring 2017	Associate and Vice Principals
Spring 2017	Spring 2021	Vice Principals
Summer 2021	Summer 2024	Joint Principals
Summer 2023	Summer 2024	Joint Principals
Summer 2024	Summer 2025	Joint Principals

