

# Great Baddow High School and the General Equality Duty

## Introduction

On 1 October 2010, the Equality Act 2010 replaced all existing equality legislation such as the Race Relations Act, Disability Discrimination Act and Sex Discrimination Act. The general equality duty (section 149 of the Equality Act 2010) requires schools to have regard to:

- Eliminating unlawful discrimination, harassment and victimisation
- Advancing equality of opportunity
- Fostering good relations between those who share a protected characteristic (e.g. disability, race, religion, belief, gender assignment, sexual orientation, pregnancy or maternity) and those who do not.

## Principle 1: All learners are of equal value

We see all learners and potential learners as of equal value:

- whether or not they are disabled
- whatever their ethnicity, culture, religious affiliation, national origin or national status
- whichever their gender, gender assignment or sexual orientation

## Principle 2: We recognise and respect diversity

Treating people equally does not necessarily involve treating them all the same. Our policies, procedures and activities must not discriminate, but are differentiated, as appropriate, to take account of differences of life experience, outlook and background, and in the kinds of barrier and disadvantage which people may face, in relation to:

- disability, so that reasonable adjustments are made
- ethnicity, so that different cultural backgrounds and experiences of prejudice are recognised
- gender, gender assignment and sexual orientation, so that the different needs and experiences of girls and boys, women and men are recognised.

## Principle 3: We foster positive attitudes and relationships, and a shared sense of cohesion and belonging

We intend that our policies, procedures and activities should promote:

- positive attitudes towards disabled people, good relations between disabled and non-disabled people, and an absence of harassment of disabled people positive interaction, good relations and dialogue between groups and communities different from each other in terms of ethnicity, culture, religious affiliation, national origin or national status, and an absence of prejudice-related bullying and incidents.
- mutual respect and good relations between boys and girls, women and men, and an absence of sexual harassment.

## Principle 4: Staff recruitment, retention and development

Policies and procedures should benefit all employees and potential employees, for example in recruitment and promotion, and in continuing professional development:

- whether or not they are disabled
- whatever their ethnicity, culture, religious affiliation, national origin or national status
- whichever their gender, gender assignment and sexual orientation

## Principle 5: We aim to reduce and remove inequalities and barriers that already exist

In addition to avoiding or minimising possible negative impacts, we take opportunities to maximise positive impacts by reducing and removing inequalities and barriers that may already exist between:

- disabled and non-disabled people
- people of different ethnic, cultural and religious backgrounds
- girls and boys, women and men.

### **Principle 6: We consult widely**

People affected by a policy or activity should be consulted and involved in the design of new policies, and in the review of existing ones. We involve:

- disabled people as well as non-disabled
- people from a range of ethnic, cultural and religious backgrounds
- both women and men, and girls and boys.

### **Principle 7: Society as a whole should benefit**

We intend that our policies and activities should benefit society as a whole, both locally and nationally, by fostering greater social cohesion, and greater participation in public life of:

- disabled people as well as non-disabled
- people of a wide range of ethnic, cultural and religious backgrounds
- both women and men, girls and boys.

### **Relevant policies**

- SEN policy
- Anti-bullying policy
- Admissions policy
- Behaviour for Learning policy
- Collective worship policy
- Equal opportunities and Diversity in Employment policy

### **Equality objectives 2015-18**

1. To close gaps in attainment between different groups of students as identified in the Annual Raiseonline Analysis, by external advisors and our own evaluation.
2. To ensure that a pregnant student could access the curriculum and achieve their targets.
3. To promote social harmony by, for example, addressing low level incidents of inappropriate language.
4. To ensure the facilities of the school meet the needs of hearing impaired students.
5. To make all essential areas of the school available to all disabled staff