

Equality and Community Cohesion Policy

This Equality Policy sets out the school's approach to promoting community cohesion, equality and diversity. Community Cohesion is where different people from different races work together; this policy is going to help the school community work together. It covers disability, gender and race/ethnicity, in response to the statutory duties on schools to publish disability and gender equality schemes and a race equality policy.

Equality – aims and values

These aims are designed to ensure that the school meets the needs of all. This policy aims to eliminate discrimination, taking account of all minorities and taking account of gender, ethnicity, culture, religion, language, disability, ability, sexual orientation, age and social circumstances. We strive to include and engage all students and to prepare them for full participation in a diverse society. This school will take steps to:

- Promote equal opportunity and access
- Promote good race relations and frown upon racism
- Oppose all forms of prejudice for example: sexism, homophobia
- Ensure students have disabled access if needed

Our approach to promoting equality

The overall objective of the school's Equality Policy is to provide a framework for the school 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.

No member of the school community should receive less favourable treatment. The principles of this policy apply to all members of the extended school community – students, staff, governors and parents/carers.

A cohesive community

Our school is a state secondary school just north of the centre of Hove. Schools in Hove use the Leading Edge partnership to share expertise and resources to form a supportive group of schools. The school grounds and classrooms are regularly hired out for community use such as musical and sporting activities. In order to achieve a good community we endeavour to:

- Promote understanding and engagement between communities
- Promote and encourage all students and families to feel part of the wider community
- Understand the needs and hopes of all our communities
- Eliminate discrimination
- Increase future life opportunities for all
- Ensure the teaching and the curriculum addressed issues of diversity

Race Equality

The school is fully committed to meeting its obligations under the Race Relations Amendment Act 2000. To meet this act the school will ensure that all students and staff are encouraged and able to achieve the best of which they are capable.

Disability Equality

The aim of our school is to ensure that wherever possible disabled people have the same opportunities as non-disabled people in their access to education and to prevent any form of unlawful discrimination on the grounds of disability. Appropriate measures will be taken to ensure that statutory duties are met; not to treat disabled students and prospective students less favourably than other non-disabled students.

Gender Equality

The school aims to provide equal opportunity between both males and females and endeavours to eliminate all unethical and unlawful discrimination and harassment. The school will provide equal access and opportunities to both boys and girls for example: environment of teaching and learning, resources and social emotional aspects of learning.

Religious tolerance.

The school wants to make sure that the students and staff do not discriminate against any minority or religion and give equal opportunity to the students with different religious beliefs.

Lesbians, Gays and Bisexuals: (LGB)

The school is committed to undertaking its obligations under The Equality Act (Sexual Orientation) Regulations 2007. This policy ensures that gay, lesbian or bi-sexual students, or the children of gay, lesbian or bi-sexual parents, are not singled out for different and less favourable treatment from that given to other students. Homophobic bullying is taken as seriously and dealt with as firmly as bullying on any other ground. Homophobic bullying causes permanent damage to young people and blights the schools and colleges where it takes place. Making all young people - regardless of their sexuality - feel included and valued is a major opportunity for the educational system to transform the lives of a significant number of pupils and students. This policy acknowledges that aim.

Monitoring, reviewing, assessing impact

This policy will be regularly monitored and reviewed by staff, students and governors to ensure that it is effective in tackling discrimination, promoting access and participation, equality and good relations between different groups, and that it does not disadvantage particular sections of the community.

Due for review June 2011

Contact in School
Mr J Browning
Deputy Headteacher