HUMBERSTON PARK SPECIAL SCHOOL

EQUALITIES INFORMATION and OBJECTIVES POLICY

As an Academy we are committed to providing equality of opportunity for all members of the school community whatever their age; disability; gender (including gender reassignment); marriage and civil partnership status; pregnancy or maternity; race, religion or belief; sexual orientation or background.

As an Academy we welcome our duties under the Equality Act 2010 as an employer and a provider of education.

The Academy also recognises that our policies must not discriminate but take account of diversity and any barriers and disadvantage that staff, parents/carers or pupils may face in relation to their protected characteristics.

Humberston Park provides a high-quality need led and balanced education which will maximise the pupil's potential in the areas of Physical and Sensory capability, Communication and Cognition as well as Personal and Social development. We will respect and recognise the contributions and achievements of all pupils as individuals.

The Academy population is aged from 3-19 years who have a wide range of learning difficulties. All pupils have a statement of Special Education Need.

- 61 % are boys, 39% are girls
- 30% have Autistic Spectrum Disorder as their main or second need
- 76 % have Severe Learning Difficulties
- 24% are recorded as PMLD

The majority of our pupils are from Grimsby/Cleethorpes and the surrounding villages but the Academy is able to admit pupils from other Local Authorities.

The Academy operates a 42-week school year as we believe it is what our pupil and parents need to maintain educational progress over this period.

The large majority of pupils join the school from 3 years of age, however, pupils can be admitted later in their school life. The Academy has a 6th Form but not all pupils will progress to this base.

- 48% of pupils have free school meals
- 5% of pupils are looked after
- 6% of pupils are from ethnic mixed origins

The Academy aims to ensure that pupils can access facilities at the school or at off-site leisure facilities and also to enable them to continue these activities with their families out of school hours.

As an Academy we have due regard to the need to eliminate discrimination, harassment and victimisation and other conduct that is prohibited by the Equality Act 2010 and would deal promptly with all incidents or complaints of bullying and harassment and record any such incidents and notify those effected of what action we have taken. The Academy is opposed to any form of prejudice-related incidents to staff or pupils and will record and deal with them appropriately.

A complaints procedure sets out how we deal with any complaints relating to the school.

We intend that our policies, procedures and activities promote positive attitudes between groups and communities different from each other and an absence of harassment, victimisation and discrimination in relation to any protected characteristics.

Our policies for all staff and potential staff in respect to employment, from recruitment through to cessation of employment are applied fairly and consistently across all groups with full respect for legal rights and taking into account aspects applicable to particular groups e.g. duty to make reasonable adjustments for disabled staff.

The Academy also aims to minimise any possible negative impacts and we aim to reduce inequalities that exist between groups. We also intend that our activities and curriculum afford greater social cohesion and provide for an equal opportunity to participate in public life irrespective of the protected characteristics of individuals and groups. Policy documents can be provided in different formats i.e. braille, large font size, different language on request if needed, where appropriate, and as far as resources allow.

In line with the Public Sector Equality Duty the Academy will deliver its functions with due regard to the need to:

- Eliminate discrimination and other conduct that is prohibited by the Act
- Promote and advance equality of opportunity between people who share a protected characteristic and people who do not share it and
- Promote and foster good relations between people who share a protected characteristic and people who do not share it

We will maintain and publish information annually to show our compliance with the Public Sector Equality Duty set out under Section 149 of the Equality Act 2010.

Roles and responsibilities

It is the school Governing Body who are responsible for ensuring that the school complies with legislation; that this policy and any related procedures and action plans are implemented and arrangements are in place to deal with any concerns that arise. Although this will be reviewed every 4 years information will be posted on the website yearly.

The Headteacher is responsible for implementing the policy; for ensuring that all staff are aware of their responsibilities and are given appropriate training and support; and for taking appropriate action in any cases of unlawful discrimination.

All teaching and support staff will:

- Promote an inclusive ethos in their classroom
- Deal fairly and professionally with any prejudice-related incidents that may occur
- Plan and deliver lessons that reflect the schools principles
- Maintain the highest expectations of success for all pupils
- Support pupils in their class through differentiated planning and teaching
- Incorporate Education, Therapy and Care