

IMPINGTON VILLAGE COLLEGE

EQUALITY POLICY

1. Policy Statement

Impington Village College respects all who share in the life of the College as individuals and aspires to provide a quality of experience which develops their talents, their self-respect and their self-esteem.

We place a high value on diversity and we aim to meet the needs of all, taking account of differences of age, culture, disability, ethnicity, gender, language, nationality, religion, sexual orientation, socio-economic background, spent convictions or those with responsibility for children or other dependants.

The principles of this policy apply to all members of the College, the extended College community – students, staff, governors, parents, carers and community users.

This overall policy is supplemented by individual policies as listed in the appendix.

2. The College Context

Impington Village College is a 11-19 co-educational College located in a village north of Cambridge. The College has a very strong inclusive ethos recognising individual differences, accepting people's strengths and weaknesses and enabling them to value themselves and others. The College strives to create a community where everyone can participate fully and equally. To facilitate this we have significantly enhanced provision for students with physical disabilities and learning disabilities and our community is broadened to include Sixth Formers, 40% of whom come from Europe, predominantly, but also from other parts of the world. Our learners, therefore, have a wide span of ability although attainment on entry into Year 7 is above the national average. Just under a quarter of the student body has Special Educational Needs and approximately 20% have been identified as Gifted and Talented.

In Years 7 to 11 students are predominantly British or white from another background. This also reflects the composition of the staff, although an increasing number of staff and students are drawn here from overseas, attracted by the linguistic diversity we offer as a Specialist Language College.

Whilst the location of the College places it in an area of social advantage, just under a fifth of the students live in wards on the northern fringe of the city, some of which are the most deprived in

Cambridgeshire with a relatively high proportion of overcrowded households and low incomes. There is little student mobility except in the Sixth Form.

3. Aims and Values

At Impington we aim to provide equality and excellence for all in order to promote the highest possible standards in every aspect of College life. Our Equality Policy is based on the core values as expressed on the College's Mission Statement. Underpinning this is:

- a culture of respect for others
- recognising and celebrating differences between people
- a community where pupils are well prepared for life in a diverse, pluralist society

4. A Cohesive Community

The Education and Inspections Act 2006 Section 21(5) makes clear the responsibility on schools to promote community cohesion. The College acknowledges and supports the National Standards on Community Cohesion:

- to close the attainment and achievement gap
- to develop common values of citizenship based on dialogue, mutual respect and acceptance of diversity
- to contribute to building community relations and challenge all types of discrimination and inequality
- to remove the barriers to access, participation, progression, attainment and achievement

The College will work to:

- promote understanding and engagement between local, national and international communities
- encourage all children and families to feel part of the wider community
- understand the needs and hopes of our community users.
- tackle discrimination.
- increase life opportunities for all
- ensure that teaching and the curriculum explore and address issues of diversity

4.1 Race Equality

At Impington we embrace the religious, ethnic, national, cultural and linguistic diversity in our College. We advocate a policy of cultural pluralism which gives equal status to all cultures, religions and languages.

We believe anti-racist education to be for and in the interests of all students and staff and we recognise that the success of our Race Equality procedures requires a commitment from each of us to examine our attitudes and actions for any racism and to undertake to oppose racism in all its forms.

In line with the proposals put forward in the Runnymede Trust's publication *Equality Assurance in Schools* (1993) and the Commission for Racial Equality's (CRE) Standards for School, *Learning For All* (2000) we aim to:

- ensure high quality education for all students
- support the development of personal and cultural identity
- prepare students for full and productive participation in society

4.2 Disability Equality

The College has accepted the definition of disability stated in the Disability Discrimination Act (1995):

A disabled person (child or adult) is someone who has a *physical or mental impairment* which has a *substantial* and *long-term* adverse effect on his or her ability to carry out *normal day-to-day activities*.

- A **physical or mental impairment** includes sensory impairments; impairment relating to mental functioning, including learning disabilities and long term health conditions such as diabetes or epilepsy.
- **Substantial** means more than minor or trivial.
- **Long term** means an impairment that has lasted at least 12 months or is likely to last 12 months or for the rest of the person's life
- **Normal day-to-day activities** cover the following categories; mobility, manual dexterity, physical co-ordination, continence, ability to lift, carry or otherwise move everyday objects, speech, hearing or eyesight; memory or ability to concentrate, learn or understand; perception of the risk of physical danger.

The College recognises the responsibility of every member of staff to remove barriers to learning for disabled people. We acknowledge our key duties towards disabled people as:

- increasing access to the curriculum
- enhancing the physical environment of the College so all areas are accessible with lifts, ramps and particular furniture, adapted toilets, washing and changing facilities
- monitoring the provision of information for disabled people where it is provided in writing
- promoting equality of opportunity for all disabled people

This policy applies to disabled people and includes disabled students, employees, governors, parents and carers and other members of the wider community who might use the College premises for leisure and other activities.

4.3 Gender Equality

The Equality Act 2006 places a statutory duty on all public authorities to have regard to the need to:

- eliminate unlawful sexual discrimination and harassment
- promote equality of opportunity between males and females

(This general duty also applies to people who intend to undergo, are undergoing or have undergone gender re-assignment.)

The College will:

- publish a Gender Equality Scheme showing how we meet our general and specific duties
- review the pay of staff to ensure that there are no differences because of gender
- review the College's practices and their impact on the workforce and in the delivery of services
- consult stakeholders and take account of relevant information in order to determine its gender equality objectives
- report on and review the scheme in line with all other policies

4.4 Discrimination on the grounds of religion or belief

The College recognises Part 2 of the Equality Act 2006 which outlaws discrimination on the grounds of religion or belief. This necessitates the monitoring of:

- the College Admissions Policy
- the exclusion register
- the opportunities to observe and celebrate faith

5. Roles and Responsibilities

We recognise that all who work in the College, in whatever capacity, have a responsibility for promoting equality and inclusion and avoiding unfair discrimination.

Our governors are responsible for:

- ensuring that the College complies with all current equality legislation
- ensuring that this policy and its procedures are followed

The Principal is responsible for:

- ensuring that the policy is readily available and that the governors, staff, students and their parents know about it
- ensuring that its procedures are followed
- producing regular information for staff and governors about the policy and how it is working, and providing training for them on the policy, if necessary
- ensuring that all staff know their responsibilities and receive training and support in carrying these out

- taking appropriate action in cases of harassment and discrimination

All our staff are responsible for:

- dealing with racist, sexist and homophobic incidents, and being able to recognise and tackle bias and stereotyping
- promoting equality and good community relations and avoiding discrimination against anyone for reasons of race, colour, age, nationality, ethnic or national origins, gender, disability, religion or belief, sexual orientation or socio-economic circumstances
- keeping up to date with the law on discrimination and taking training and learning opportunities

Visitors and Contractors are responsible for:

- adhering to our equality policy

Responsibility for overseeing equality practices in the College lies with a named member of staff and a named governor. Responsibilities include:

- coordinating and monitoring work on equality issues
- dealing with and monitoring reports of harassment (including racist and homophobic incidents)
- monitoring the progress and attainment of vulnerable groups of students (e.g. Black and minority ethnic pupils, including Gypsies and Travellers)
- monitoring exclusions

Appendix of individual policies which supplement the Equality Policy

Admissions Policy
 Anti-bullying Policy
 Community Cohesion Policy
 Disability Equality Scheme
 Freedom of Information Policy
 Grievance Policy
 Harassment Policy
 Race Equality Policy
 Racial Harassment Policy
 Staff Discipline Policy
 Safer Recruitment & Retention Policy
 Whistle Blowing Policy