



## 1.0 Terms of Reference

- 1.1 This Policy has been written for all staff at Northern House School (City of Wolverhampton); pupils, parents and carers. All staff should have a working knowledge of this policy.
- 1.2 Copies of this Policy may be obtained from;
  - 1.2.1 Available electronically on the School Website.
  - 1.2.2 Reference copy in the main School Office
  - 1.2.3 Shared Area – Electronically
- 1.3 Edition, review and frequency;
  - 1.3.1 Edition 1 released October 2015
  - 1.3.2 The Objectives will be reviewed annually
- 1.4 Relevant Statutory guidance, circulars, legislation and other sources of information are:
  - 1.4.1 The Equality Act 2010
  - 1.4.2 The Education and Inspections Act 2006
  - 1.4.3 The Education Act 2002
- 1.5 The lead member of staff is Fran Pass, Head teacher (01902 551564)
- 1.6 The deputy lead member of staff is Tina Whitehouse, Assistant Head teacher (01902 551564)
- 1.7 This Policy has been written for all staff, parents, carers students and governors at Northern House School (City of Wolverhampton).
- 1.8 The policy is broken down in to the following sections:
  - 1.8.1 The Duty
  - 1.8.2 The Equality Act 2010
  - 1.8.3 The Educations and Inspections Act 2000
  - 1.8.4 Other parties and stakeholders
  - 1.8.5 Monitoring and Evaluation



## 2.0 The Duty

2.1 Northern House School (City of Wolverhampton) is committed to equality both as an employer and a service provider. This commitment is demonstrated through:

2.1.1 Ensuring pupils, staff, parents, carers and visitors are treated fairly with dignity and respect.

2.1.2 Making sure our school is a safe, secure and a stimulating place for everyone

2.1.3 Recognising that people have different needs, and we understand that treating people equally does not always involve treating them all exactly the same

2.1.4 Recognising that for some pupils extra support is needed to help them to achieve and be successful

2.1.5 Making sure that people from different groups are consulted and involved in our decisions, for example through talking to pupils and parents/carers, and through our School Council

2.1.6 Making sure that no-one experiences harassment, less favourable treatment or discrimination because of their age; any disability they may have; their ethnicity, colour or national origin; their gender; their gender identity or reassignment; their marital or civil partnership status; being pregnant or having recently had a baby; their religion or beliefs; their sexual identity and orientation.



## 3.0 The Equality Act 2010

- 3.1 Northern House School (City of Wolverhampton) has a general duty under the Equality Act 2010 to eliminate discrimination, to advance equality of opportunity and to foster good relations, and specific duties to publish information every year about our school population, explaining how we have due regard for equality; and to publish equality objectives which show how we plan to tackle particular inequalities, and reduce or remove them.
- 3.2 We welcome the emphasis in the Ofsted inspection framework on the importance of narrowing gaps in achievement which affect, amongst others:
  - 3.2.1 Pupils from certain cultural and ethnic backgrounds
  - 3.2.2 Pupils who belong to low-income households and pupils known to be eligible for free school meals
  - 3.2.3 Pupils who are disabled
  - 3.2.4 Pupils who have special educational needs
  - 3.2.5 Boys in certain subjects, and girls in certain other subjects.



## 4.0 The Education and Inspectors Act 2006

4.1 Since October 2007 Northern House School (City of Wolverhampton) has welcomed the general duty placed on maintained schools to promote the well-being of pupils within school and to promote community cohesions when discharging functions relating to school conduct.

For further information please see:

<http://www.legislation.gov.uk/ukpga/2006/40/section/38>