

**Equality Policy**

**Aim:** - To ensure through high quality teaching and learning our pupils and staff are confident, caring, healthy and happy at school. The pupils have support to develop their full potential and feel their equal worth.

**We will achieve this through:-**

- A broad, balanced, relevant education in a variety of learning environments.
- Appropriately trained teachers and professional support staff with access to specialist resources to meet individual needs.
- The active participation of parents and the community and appropriate inclusive links with mainstream schools.
- A wide range of sporting and leisure activities.
- A health promoting environment and curriculum.
- A caring, stimulating, safe and secure environment providing opportunities to learn, relax and be happy.
- The encouragement of individual talents and strengths in all staff and pupils and the development of self-esteem.
- The nurturing of a realistic spirit of challenge, developing resourcefulness and adaptability to change.
- Promoting the growth of a caring attitude towards others and enabling all staff and pupils to make a positive contribution to the school and/or community.
- Equal opportunities for all and the fostering of a lifelong regard for education and training.
- Involving the wider community: including parents or carers, staff, multidisciplinary professionals, governors, schools within the local community and the local community.

**Addressing Prejudice Related Incidents: -**

This school is opposed to all forms of prejudice and we recognise that children who experience any form of prejudice related discrimination may fare less well in the education system. We provide both our pupils and staff with an awareness of the impact of prejudice in order to prevent any incidents. We will record any incidents and address them immediately. If incidents still occur we address them immediately and report them to the Local Authority using their guidance material. The Local Authority may provide some support.

**Responsibility: -**

We believe that promoting Equality is the responsibility of everyone in the school community:

<b>School Community</b>	<b>Responsibility</b>
Headteacher	Involve and engage the whole school community to identify and understand equality barriers and the setting of objectives to address these. Promote key messages to staff, parents and pupils about equality and what is expected of them and what every individual can expect from the school. Ensure that all staff is aware of their responsibility to record and report prejudice related incidents.
Governing Body	Review/Ratify the Equality Policy. Monitor that every member of Kingsdown School adheres to the Equality Policy.

Senior Leadership Team	To support the Headteacher. Ensure fair treatment and access to services and opportunities. Ensure that all staff are aware of their responsibility to record and report prejudice related incidents.
Teaching Staff	Help in delivering the right outcomes for pupils. Uphold the commitment made to pupils and parents/carers on how they can be expected to be treated. Design and deliver an inclusive curriculum. Ensure that they are aware of their responsibility to record and report prejudice related incidents.
SSA / MDA / Volunteer staff	Support the school and the governing body in delivering a fair and equitable service to all participants. Uphold the commitment made by the Head teacher on how pupils and parents/carers can be expected to be treated. Support colleagues within the school community. Ensure that you are aware of your responsibility to record and report prejudice related incidents.
Parents	Take an active part in identifying barriers for the school community and inform the school of actions that can be taken to eradicate these. Take an active role in supporting and challenging the school to achieve the commitment given to the school community in tackling inequality and achieving equality of opportunity for all.
Pupils	Support the school to achieve the commitment made to tackling inequality. Uphold the commitment made by the head teacher on how pupils and parent/carers, staff and the wider school community can be expected to be treated.
Local Community Members	Take an active part in identifying barriers for the school community and in informing the governing body of actions that can be taken to eradicate these. Take an active role in supporting and challenging the school to achieve the commitment made to

**Breaches:-**

Breaches to this statement will be dealt with as determined by the Headteacher and Governing Body.

Written by: Kirsty Spencer - October 2016

Updated: Kirsty Spencer - November 2018

Approved by: Chair of Governors - November 2018

**School Profile – updated November 2018**

Kingsdown School is a specialist provision for pupils aged 3-14 with a range of complex learning and health difficulties.

<b>Pupil Ethnic Categories</b>		
White British - 103	White & Black Caribbean - 2	Irish - 1
White & Asian - 2	Pakistani - 1	Any Other White Background - 1
White & Black African - 1	Bangladeshi - 1	Any Other Mixed Background - 2
Any Other Asian Background - 1	Black African - 4	

<b>Staff Ethnic Categories</b>		
White British - 82	Any Other White Background - 3	Information Not Obtained 3
White & Asian - 2	Black Caribbean - 1	

<b>Pupil Gender</b>	<b>Staff Gender</b>
Girls - 52	Ladies - 85
Boys - 69	Men - 5

<b>Staff Age</b>	
16 – 17 - 1	40 – 49 - 29
18 – 24 - 9	50 – 59 - 20
25 – 29 - 9	60 – 64 - 3
30 – 39 - 18	65 + - 1

<b>Pupil Religion and Belief</b>		
Buddhist	Muslim - 4	Unknown - 0
Christian - 40	Sikh	None Recorded - 0
Hindu	No Religion - 64	Catholic - 9
Jewish	Other Religion	

<b>Staff Religion and Belief</b>		
Buddhist	Muslim	Unknown
Christian	Sikh	None Recorded - 90
Hindu	No Religion	Catholic
Jewish	Other Religion	

<b>English as an Additional Language</b>	
Pupils - 7	
Staff - 0	