

## Single Equality Scheme 2016

### Introduction

DfE The Equality Act 2010 and schools: Departmental advice for school leaders, school staff, governing bodies and local authorities May 2014

<https://www.gov.uk/government/publications/equality-act-2010-advice-for-schools>

*5.16 Under specific duties set out in previous equality legislation, schools were required to produce equality schemes in relation to race, disability and gender. Under the specific duties there are no requirements to create equality schemes. But schools may choose to continue producing such a scheme, if it helps them to comply with the Equality Duty, and they can expand it to cover the additional protected characteristics.*

This Single Equality Scheme for schools in North Yorkshire provides a format for addressing the statutory duties of the Equality Act 2010 and The Children and Families Act 2014 This supersedes and brings together all previous statutory duties in relation to race, gender and disability and also addresses the duty to promote community cohesion, thus meeting the school's statutory duties in these areas.

The scheme also highlights how our school has worked with and listened to the staff, pupils, parents and carers to inform development of the scheme and the need and commitment required to ensure the scheme is a success. This is underpinned by a commitment to promoting positive relationships and understanding between all groups within our school community.

This document sets out how pupils with the following protected characteristics (previously known as equality strands) will be protected in our school from harassment and discrimination:-

- disability.
- gender.
- race.
- religion and belief.
- sexual orientation.
- gender reassignment.
- pregnancy and maternity.

The law on disability discrimination is different from the rest of the Equalities Act in a number of ways. In particular, it works in only one direction – that is to say, it protects disabled people but not people who are not disabled. This means that schools are allowed to treat disabled pupils more favourably than non-disabled pupils, and in some cases are required to do so, by making reasonable adjustments to put them on a more level footing with pupils without disabilities The definition of what constitutes discrimination is more complex. Provision for disabled pupils is closely connected with the regime for children with special educational needs. Chapter 4 of the Act deals in detail with disability issues.

This scheme extends however to cover all aspects of vulnerability, including those associated with socio-economic factors (e.g. pupils from low income families).

As well as delivering high quality services to our pupils, the school is also committed to being a good employer and as such this scheme outlines how we meet our varied duties in terms of recruitment and employment practices. We are also committed to be fully inclusive of all community users, including parents and carers. As such, this scheme therefore also sets out how we will work to overcome any discrimination related to the other protected characteristics:-

- Age\*
- Being married or in a civil partnership

\*A person's age is also a protected characteristic in relation to employment and the Act extends this (except for children) to the provision of goods and services, but age as a protected characteristic does not apply to pupils in schools. Schools therefore remain free to admit and organise children in age groups and to treat pupils in ways appropriate to their age and stage of development without risk of legal challenge, even in the case of pupils over the age of 18.

The impact of this scheme is reported on annually.

Signed _____ Headteacher	Date _____
Signed _____ Chair of Management Committee	Date _____

### **Aims of the single equality scheme**

- To articulate the school's commitment to equality which permeates all school policies and practices
- To ensure that everyone who belongs to, or comes into contact with, our school community is valued and respected
- To promote equality of opportunity and eliminate unlawful discrimination, harassment or victimisation
- To comply with statutory duties under equalities legislation in one document

### **Purpose of the Equality Scheme**

This equality scheme is the school's response to the specific and general duties in the current equality legislation, which has been brought together under the Equality Act 2010 (see appendix 1). It is an attempt to capture how the school is systematically establishing and implementing good practice in equality and diversity across all areas of school life. This includes a response to all aspects of social identity and diversity.

This Equality Scheme sets out how the school will:

- eliminate discrimination
- eliminate harassment or victimisation related to any aspect of social identity or diversity;
- promote equality of opportunity;
- promote positive attitudes to all aspects of social identity and diversity;
- encourage participation by disabled people and people representing different aspects of social identity in public life;
- take steps to take account of difference even where that involves treating some people more favourably than others;

- take proportionate action to address the disadvantage faced by particular groups of pupils.

### **Planning to eliminate discrimination and promote equality of opportunity**

This scheme is underpinned by the core belief that all children and young people belong to their local community and share the same rights to membership of that community and a quality education. We set equality objectives with associated actions which are outlined within our equalities scheme that accompanies this Equality Scheme. Our plan identifies what we will be doing over the coming year to make our school more accessible to the whole community, irrespective of background or need. (see appendix 2)

It encompasses our duties to promote positive outcomes in relation to race, gender and disability, but also identifies actions to address other social identities. It encompasses our **anticipatory duties to plan ahead for the reasonable adjustments** (reasonable and proportionate steps to overcome barriers that may impede some pupils) we need to make to be best placed to help disabled pupils who come to our school.

This scheme replaces the school's Disability Accessibility Plan for the school (previously required under the planning duties in the Disability Discrimination Act) as it sets out how the school will increase access to education for disabled pupils, alongside other protected groups, in the three areas required:

- increasing the extent to which disabled pupils can participate in the school curriculum;
- improving the physical environment of the school to enable disabled pupils to take better advantage of education, benefits, facilities and services provided
- improving the availability of accessible information to disabled pupils.

The scheme is renewed annually and progress towards the equality objectives within it is reported on regularly to governors, and this information is published at least annually. Equality objectives have been identified through consultation with key stakeholders using the **Inclusion Quality Mark** audit tool. Our equality objectives are published at least once every four years.

This scheme is understood and implemented by all staff and is available on the school website. It is available in different formats and in different languages on request to the school office.

Our school has regard to the need to provide adequate resources for implementing plans and must regularly review them. (NB An accessibility plan may be a freestanding document but may also be published as part of another document such as the school development plan.)

OFSTED inspection may include the school's accessibility plan as part of their review.

#### **Equality Objectives 2016 - 2017**

- To ensure all staff have a clear understanding of equality and the "Single Equality Scheme",
- To ensure all staff have a clear understanding of the LGBT agenda,
- To ensure all staff have completed the North Yorkshire online Equality and Diversity training,
- Ensure that assemblies at Scarborough PRS include topics on equality,
- Ensure that issues of inequality are tackled robustly,
- Ensure that issues of inequality are formally recorded.

### **School Aims Statements**

Our aim is to provide a positive learning experience in a safe and supportive environment, enabling our pupils to:

- gain the skills and confidence that will allow them to become more successful within education
- maximise their potential to contribute to society as independent and responsible citizens.

We do this with specialised staff and lessons planned to meet the needs of individual pupils. We work collaboratively with other agencies to support our pupils with the ultimate goal of returning to mainstream school or preparing for post 16 education, employment and training.

We work closely with parents/carers and the families to improve the lives and prospects for our pupils. We aim to nurture pupils to allow them to develop their self-esteem, social skills and emotional intelligence thus preparing them for success in adulthood.

Our Management Committee will monitor, challenge and support us to deliver an efficient, effective and transparent service and will work to raise our profile and change attitudes to ensure that every pupil achieves their full potential.

### **Indicators of progress towards meeting objectives**

- All staff have read the Single Equality Scheme and have had the opportunity to contribute to or amend as necessary,
- Staff awareness of all equality issues including the LGBT agenda is embedded,
- Pupils have positive and consistent experience of equality issues and opportunities to share concerns or beliefs in a supportive and safe environment,
- The number of equality issues are infrequent and those that do arise are resolved swiftly, effectively and compassionately,
- All staff have had some training on the LGBT agenda,
- Pupils become more tolerant of difference,
- There is a consistent approach to tackling homophobic language, sexuality, racism and the LGBT agenda,
- All pupils, regardless of gender, race, disability, sexual preference and beliefs feel included and comfortable at Scarborough Pupil Referral Service,
- The Management Committee hold the school to account on all matters relating to equality.

## What kind of a school are we?

### School Vision and Values

The school's vision and values statement reflects the school's ambitions for all its pupils and have been developed with the whole community. It refers to the key requirements set out in the National Curriculum Inclusion Statement for developing an inclusive curriculum: setting suitable learning challenges; responding to pupils' diverse learning needs; overcoming potential barriers to learning and assessment for individuals and groups of pupils.

The school statement also embraces the North Yorkshire Inclusion statement which emphasises that individuals and groups of learners who may be vulnerable to exclusion, marginalisation and underachievement are identified and receive targeted provision to ensure their presence, participation and achievement.

### School Context

The nature of the school population and context to inform the equality scheme

#### Factors of the geographical location of the school:-

Scarborough Pupil Referral Unit is situated in the North Yorkshire coastal town of Scarborough and serves the 5 secondary schools in the Scarborough and Filey area: Scalby School, Graham School, St Augustine's School, George Pindar School and Ebor Academy (Filey)

Pupils are referred for placements via a collaborative of representatives from the local secondary schools, the Youth Justice Service, Prevention and other associated agencies. At Key Stage 4 all placements are statutory. Typically Year 11 pupils remain on the PRS roll for the whole of their final year of statutory schooling whereas the aim for most Year 10 pupils is a return to mainstream education. At Key Stage 3 the aim is to return pupils on a statutory placement to a mainstream school as soon as practicable. We also offer discretionary placements at KS3, usually lasting 10 weeks, to support our mainstream colleagues in looking for alternative strategies to support their learners.

As of November 2016 the following data applies;

4% (1/27) ethnic minority (Gypsy)

100% (27/27) have English as a first or only language

11% (3/27) have Special Educational Needs with either a Statement or EHCP

44% (12/27) qualify for free school meals

0% (0/27) registered as disabled

79% (21/27) boys

21% (6/27) girls

As is the nature of a PRU, and with regard to the notes above, the turnover of pupils compared to a mainstream school is high.

The school is on a split level site with level access to the lower floor but no disabled access to the upper floor.

Recruitment of staff follows North Yorkshire County Council protocols for factors such as disability, gender, sexual orientation, faith, age and ethnicity.

### **The training taken to position the school well for the equality and diversity agenda.**

Scarborough Pupil Referral Service is committed to providing quality training for all staff in matters of equality and diversity, the medical needs of pupils, Restrictive Physical Intervention, the use of pejorative language. Training needs are assessed annually and new intake staff are trained as part of their induction process.

The Chair of the Management Committee is expected to undertake training on safer recruitment practice and the SEN link member on the new SEN Code of Practice 2014.

### **School provision**

#### **Examples of reasonable adjustments the school makes as a matter of course**

From September 2012 schools and local authorities have a duty to supply auxiliary aids and services as reasonable adjustments where these are not being supplied through Special Educational Needs (SEN) statements or from other sources. Additional high needs funding may be available on application to the local authority.

Reasonable adjustments are made in the way in which information is currently provided for disabled pupils and parents/carers e.g. paper colour, font, style, size

Item 2.5 of current School Development Plan is to work with the Local Authority to develop dyslexia and dyscalculia friendly classrooms.

Each pupil has a personalised placement plan which is created to match individual need.

Lessons are differentiated as staff planning is driven by baseline and ongoing progress data to ensure maximum opportunities for success in learning and social and emotional development for all pupils.

Pupils with ADHD who lack support from parents/carers in taking medication are given a safe space under constant staff supervision to take their medication and await it's impact.

Each curriculum area, in each Key Stage at Scarborough Pupil Referral Service has a dedicated Teaching Assistant to support learning in that area.

### **Outcomes for pupils**

Outcomes for pupils are analysed against social identity issues, i.e. gender, ethnicity, disability and aspects of vulnerability identified by the school. This is compared with the outcomes made for all pupils. This is reported to the Management Committee.

- Pupil attainment is reported termly to the Management Committee
- End of Year/Key Stage attainment is also reported to the Management Committee at the first full meeting of each academic year: analysis is made by Key Stage, year group, gender, eligibility for free school meals, SEN status and whether a pupil is a child in care.
- Each year SPRS pupils take part in the Growing Up in North Yorkshire survey which identifies particular groups and which provides feedback on a number of equality issues:
  - Extent to which different groups of pupils feel safe
  - Extent to which pupils from particular groups adopt healthy lifestyles
  - Extent to which pupils from particular groups feel safe (e.g. from incidences of bullying, racism and hate crimes)
  - Extent to which pupils from particular groups contribute to the life of the school and community e.g. participation in extra-curricular events, school trips etc
- Attendance data is also reported to the Management Committee each term and at the first full meeting of each academic year: analysis is made by Key Stage, year group, gender, eligibility for free school meals, SEN status and whether a pupil is a child in care.
- Behaviour data is also reported to the Management Committee each term and at the first full meeting of each academic year: analysis is made by Key Stage, year group, gender, eligibility for free school meals, SEN status and whether a pupil is a child in care.
- The PRS staff Pupil Premium Coordinator works with the Management Committee Link Member for Pupil Premium to write a report each year
- The PRS SENCO works with the link member for SEN of the Management Committee to provide termly reports.

## **Roles and Responsibilities in Implementing the Single Equality Scheme**

### **The Head Teacher will:**

- ensure that staff and parents are informed about the Single Equality Scheme;
- ensure that the scheme is implemented effectively;
- manage any day to day issues arising from the policy whether for pupils or for the school as an employer;
- ensure staff have access to training which helps to implement the scheme;
- liaise with external agencies regarding the policy so that the school's actions are in line with the best advice available;
- monitor the scheme and report to the Management Committee at least annually, on the effectiveness of the policy;
- ensure that the SLT are kept up to date with any development affecting the policy arising from the scheme;
- provide appropriate support and monitoring for all pupils and specific and targeted pupils to whom the scheme has direct relevance, with assistance from relevant agencies.

### **The Management Committee will:**

- ensure that the school complies with all relevant equalities legislation;
- recommend all members of the Management Committee receive up to date training in all the equalities and SEND duties;
- designate a member of the Management Committee with specific responsibility for the Single Equality Scheme;
- establish that any actions arising from the scheme are part of the School Development Plan;
- support the Headteacher in implementing any actions necessary;
- inform and consult with parents about the scheme;
- evaluate and review the action every three years;
- evaluate the scheme annually

- publish information at least annually.
- publish equality objectives every four years

### **The Senior Leadership Team will:**

- have general responsibility for supporting other staff in implementing this scheme;
- provide a lead in the dissemination of information relating to the scheme;
- identify good quality resources and CPD opportunities to support the scheme;
- with the Headteacher, provide advice/support in dealing with any incidents/issues;
- assist in implementing reviews of this scheme as detailed in the School Development Plan.

### **People with specific responsibilities (named):**

- Ms K Boyle as SENCO is responsible for maintaining and sharing with all the staff those vulnerable pupils and how their needs will be met;
- Ms K Boyle at KS4 and Mrs R Walton at KS3 are responsible for ensuring the specific needs of staff members are addressed;
- Ms Elaine Mallen, Head of Centre is the person responsible for gathering and analysing the information on outcomes of vulnerable pupils and staff;
- Ms Elaine Mallen, Head of Centre is the person responsible for monitoring the response to reported incidents of a discriminatory nature.
- Mrs Lynne Paxton is the member of the Management Committee responsible for publishing the SEN information report

### **Parents/Carers will:**

- have access to the scheme;
- be encouraged to support the scheme;
- have the opportunity to attend meetings to contribute to the development of the scheme;
- have the right to a personalised approach to meeting additional needs and a right to have their views taken into account.
- have the right to be informed of any incident related to this scheme which could directly affect their child.

### **School Staff will:**

- accept that this is a whole school issue and support the Single Equality Scheme;
- be aware of the Single Equality Scheme and how it relates to them;
- make known any queries or training requirements
- know how to deal with incidents of concern, including bullying and how to identify and challenge bias and stereotyping;
- know procedures for reporting incidents of racism, harassment or other forms of discrimination;
- not discriminate on racial, disability or other grounds;
- keep themselves up to date with relevant legislation and attend training and information events organised by the school or LA;
- ensure that pupils from all groups are included in all activities and have full access to the curriculum;
- promote equality and diversity through teaching and through relations with pupils, staff, parents, and the wider community.

### **Pupils will:**

- be encouraged to express their views and contribute where possible to the formulation of policies

- be made aware of any relevant part of the scheme, appropriate to age and ability;
- be expected to act in accordance with any relevant part of the scheme
- experience a curriculum and environment which is respectful of diversity and difference and prepares them well for life in a diverse society;
- understand the importance of reporting discriminatory bullying and racially motivated incidents;
- ensure the peer support programme within the school promotes understanding and supports pupils who are experiencing discrimination.

Visitors and contractors are responsible for complying with the school's Equality Scheme – non-compliance will be dealt with by the Headteacher.

## Involvement Processes

Policies are vital to identify and consolidate thinking regarding appropriate provision for pupils, however, they are often viewed as an end, when they should be seen as a process - always evolving in response to changes and evidence from impact assessments. When developing this Equality Scheme, the school is clear that this is a process which must be informed by the involvement of all participants such as pupils, parents, school staff, governors and external agencies. This will ensure that the school gleans insights into the barriers faced by people from different social identity backgrounds and learns the best ways to overcome such barriers. This Scheme will be informed, therefore, by:

- the views and aspirations of pupils themselves from different social identity backgrounds;
- the views and aspirations of parents of pupils from different social identity backgrounds;
- the views and aspirations of staff from different social identity backgrounds;
- the views and aspirations of members of the community and other agencies, including voluntary organisations, representing different social identity backgrounds;
- the priorities in the North Yorkshire Children and Young People's Plan.

## Mechanisms for involvement

At this school the following mechanisms will ensure the views of **pupils** inform the Equality Scheme:

- Admission and review meetings with pupils,
- Half termly Pupil Council meetings,  
The ELSA TA will conduct individual interviews with pupils involved in incidences of a discriminatory nature or of bullying related to discrimination,
- Individual meetings with pupils experiencing reasonable adjustments
- Drop down days with specific themes allowing a voice to all pupils on matters of equality

At this school the following mechanisms will ensure the views of **staff** inform the Equality Scheme:

- Appointment and exit interviews with staff;
- Regular staff meetings with specific agenda items;
- Individual discussions with staff as a part of performance management/appraisal

At this school the following mechanisms will ensure the views of **parents and the community** inform the Equality Scheme:

- Welcoming parents and the community into school so that they are critical drivers in policy development.
- Text to be inserted into communication with parents: “Your support for your child’s education is crucial to their progress. Please tell us if there is any adjustments we need to make to help you support your child, for example: letters in large font; letters in different languages; wheelchair access; explaining things over the phone; a discussion with a school colleague of the same gender.”
- Feedback through the Management Committee meetings;
- Feedback from stakeholders and other agency colleagues;
- Yearly open days with parents and local groups
- Whole school events e.g. Sports Day to which parents and community representatives are invited.
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The school will focus on developing the involvement of pupils, staff and parents from different social identity backgrounds over the three years of this Scheme. We will consider varying the times, methods and the venues for this involvement to ensure the best possible attendance and ensure views can be heard. This way the school will learn what works and the involvement of pupils, staff and parents will improve and deepen over time.

### **Making it happen**

#### **Reporting**

This Scheme will be reported on annually. Progress will be evaluated and the impact of activities assessed. Copies will be displayed in the school reception area and it will be referenced in school newsletters and on the school website.

#### **Publication**

This Equality Scheme will be published and available to anyone requesting a copy. Copies will be displayed in the school reception area and it will be referenced in school newsletters and on the school’s website.

Information is published demonstrating how the school is complying with the Public Sector Equality Duty and the school’s equality objectives. The school updates its published information at least annually and publishes the equality objectives at least every four years.

## Contact us

**North Yorkshire County Council, County Hall, Northallerton, North Yorkshire, DL7 8AD**

Our Customer Service Centre is open: Monday - Friday 8.30am - 6.00pm and Saturday

9.00am - 12.00pm Tel: **0845 8727374** email: **customer.services@northyorks.gov.uk**

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如欲索取以另一語言印製或另一格式製作的資料，請與我們聯絡。

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Aby otrzymać te informacje w innym języku lub formacie, np. w alfabecie brajla, w wersji dużym drukiem lub audio, prosimy się z nami skontaktować.

Email: [communications@northyorks.gov.uk](mailto:communications@northyorks.gov.uk)



## Equality Legislation and Guidance

This equality scheme responds to the current equalities legislation.

- The Equality Act 2010 is the overarching legislation for all equality duties.

The act serves two main purposes:

- a) To harmonise discrimination law;
- b) To strengthen the law to support progress on equality.

The act supersedes or strengthens the following acts and regulations:

- The Equal Pay Act 1970
- The Sex Discrimination Act 1975
- The Race Relations Act 1976
- The Disability Discrimination Act 1995
- The Employment Equality (Religion & Belief and Sexual Orientation) Regulations 2003
- The Employment Equality (Age) Regulations 2006
- The Equality Act 2006 Part 2
- The Equality Act (Sexual Orientation) Regulations 2007
- The SEN Code of Practice 2001

### Overview of previous equalities legislation which has been harmonised and strengthened by Equality Act 2010:

- Race Relations Act (RRA) 1976/2000  
statutory positive duty to promote racial equality, promote good race relations and eliminate unlawful racial discrimination;
- Sex Discrimination Act (SDA) 1975 (and Regulations 1999), Gender Equality Duty 2007  
statutory positive duty to promote gender equality and eliminate unlawful gender discrimination;
- Employment Equality (religion or belief) (sexual orientation) Regulations 2003 extended to education, Equality Act (Part 2) 2007  
The Act sets out that it is unlawful for schools to discriminate against a person:
  - a) in the terms on which it offers to admit him/her as a pupil;
  - b) by refusing to accept an application to admit him/her as a pupil, or
  - c) where he/she is a pupil of the establishment:
    - i) in the way in which it affords him/her access to any benefit, facility or service,
    - ii) by refusing him/her access to a benefit, facility or service,
    - iii) by excluding him/her from the establishment,
    - iv) by subjecting him/her to any other detriment.
- Disability Discrimination Act (DDA) 1995/2005  
statutory positive duty to promote equality of opportunity for disabled people: pupils, staff, parents, carers and other people who use the school or may wish to, and eliminate unlawful discrimination;
- Education and Inspections Act 2006, duty to promote community cohesion.  
By 'community cohesion' the school is endorsing and adopting the definition provided by Alan Johnson, 2006, as:  
"working towards a society in which there is a common vision and sense of belonging by all communities; a society in which the diversity of people's backgrounds and circumstances is appreciated and valued; a society in which similar life opportunities are available to all; and a

society in which strong and positive relationships exist and continue to be developed in the workplace, in schools and in the wider community.”

#### Essential Further Guidance

DfE The Equality Act 2010 and schools: Departmental advice for school leaders, school staff, governing bodies and local authorities (May 2014)

<https://www.gov.uk/government/publications/equality-act-2010-advice-for-schools>

Equality and Human Rights Commission Guidance for schools

<http://www.equalityhumanrights.com/advice-and-guidance/education-providers-schools-guidance>

SEND Code of Practice January 2015- latest at 01.03.15 and effective from 01.04.15

[https://www.gov.uk/government/uploads/system/uploads/attachment\\_data/file/398815/SEND\\_Code\\_of\\_Practice\\_January\\_2015.pdf](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/398815/SEND_Code_of_Practice_January_2015.pdf)

