

# Equality Policy

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October 2017

## Introduction

The Race Relations Act 2000 and the Equalities Act of 2010 make clear our responsibility of ensuring these Acts are followed in Bettridge School.

This policy is a guide to achieving that end. It is not intended as a comprehensive list of information, more a means to an end. The responsibility lies with all adults to implement the principles and to give children a voice to express their concerns.

Detailed accounts are available from:

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

## Equality

It is unlawful to discriminate against any person because of their sex, gender orientation, race, disability or faith.

## Action

Anyone who believe an act of discrimination has taken place has a duty to report this, regardless of any possible consequence.

Action is also required if there is suspicion that discrimination may be taking place.

## Reporting

Pupils – report to their class teacher, teaching assistant or any other member of staff.

School Staff – report to their line manager or the Head Teacher.

Parents – report to class teacher or Head Teacher or a School Governor.

Governors – report to Chair of Governors or the Deputy Chair.

## Intervention

All reports of concern, whether serious or minor, must be reported to the Head Teacher and the Chair of Governors.

The Head Teacher and the Chair of Governors will agree how to investigate and then act to resolve the problem. The aim of resolution should be by discussion and agreement and only taken further where this cannot be achieved. Minutes of the process must be kept.