



Equality Statement Policy

Policy Review Schedule			
Date Policy agreed by SLT	June 2023	Date Policy Agreed by Governing Body	June 2023
Policy Review Schedule	Annual	Date for Review	June 2024
Signed by the Chair of Governors	Joseph Turner-Wing		
Signed by Headteacher	Jon Kelly		

Public Sector Equality Duty (PSED) and Equality Objectives 2023 – 2024

Newhaven School is a local authority school for pupils with a range of needs that have precluded them from mainstream education including behavioural needs, Autistic Spectrum Condition and mental and other health needs. Pupils at the school are resident within the Royal London Borough of Greenwich. This statement applies to all students and staff. Newhaven is committed to equality both as an employer and as a service provider. Public Duty The Equality Act 2010 requires us to publish information that demonstrates that we have due regard for the need to:

- Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Equality Act 2010
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it
- Foster good relations between people who share a protected characteristic and people who do not share it.

Newhaven School Equality Information

Number of pupils on roll at the school: 174

Age of pupils: 11 to 19

Information on pupils by protected characteristics

The Equality Act 2010 protects people from discrimination on the basis of protected characteristics. Every person has several of the protected characteristics, so the Act protects everyone against unfair treatment. In order to ensure that all pupils are protected from discrimination, the school collects information on protected characteristics. Information on other groups of pupils In addition to pupils with protected characteristics, we gather further information on the following groups of pupils:

- Pupils eligible for Free School Meals (FSM) 21% (37 Students)
- Pupils with Special Educational Needs and Disabilities (SEND) 36% (62 Students)
- Pupils with traumatic life experiences
- Pupils with English as an Additional Language (EAL) 6% (10 Students)
- Young carers 0%
- Looked after children 5% (9 Students)
- Race/Ethnicity White British 68% (119 Students) White & Black Caribbean 5% (9 Students) Black Nigerian 4% (7 Students) Black Caribbean 3% (5 Students) Other Mixed Background 3% (5 Students) Black and any other ethnic group (2 Students) Black Ghanaian 2% (3 Students) Indian 2% (3 students) Other Groups include Arab, Asian & Black, Nepali, White Cornish, Arab, Asian and any other ethnic group, Turkish, Portuguese, White Easter European (all 1 student each)
- Gender Male 105 Students (60%) Female 69 Students (40%)
- Students eligible for Pupil Premium Finding: 71 Students (41%)
- Students with Education and health care Plans 64 Students (37%)
- Students with support needs but no EHCP 110 Students (63%)

Equality Aims

We try to ensure that everyone is treated fairly and with respect, ensuring that our approaches to people are always trauma informed and take account of their experience and differing abilities. We recognise that people have different needs and that treating them fairly does not always mean treating them the same. We try to make sure that people from different groups are consulted and involved in our decisions, for example through talking to students and parents through our school council and parent groups. Key to this is that we always endeavour to listen to student and parent points of view and are reflective about what they are saying. We also strive to make sure that no-one experiences harassment, less favourable treatment or discrimination because of their sex, race, disability, religion or belief; sexual orientation, gender reassignment, their marital or civil partnership status; being pregnant or having recently had a baby.

Eliminating discrimination and other conduct that is prohibited by the Act

The information provided here aims to demonstrate that we give careful consideration to equality issues in everything that we do at Newhaven School. 'Due regard' ensures that we work towards eliminating discrimination, harassment and victimisation and other conduct that is prohibited by the Equality Act. We are committed to working for equality for all our staff, parents/carers and children to meet our duties under the Equality Act 2010.

We eliminate discrimination by:

- our commitment to the development of learning environments that are welcoming and safe for all students;
- our curriculum ensuring that all groups represented in the school are reflected in resources and activities and that students are actively engaged in learning about difference and equality as well as the challenge of negative stereotyping;
- endeavouring to ensure that course delivery is free from bias, stereotyping and discrimination;
- encouraging students to explore issues of equal opportunities and diversity where such an opportunity exists within the curriculum;
- curriculum teams regularly reviewing course design and delivery to meet the various learning needs and styles of students and to improve access to learning;
- raising awareness of equality and diversity issues for all students;
- teaching being of the highest quality to ensure children reach their potential and all pupils are given equal entitlement to success through appropriately differentiated lessons and schemes;
- our behaviour policy ensuring that all students feel safe at school and addresses prejudicial bullying ensuring that we act promptly and with vigour to any incidents of prejudicial behaviour;
- tracking pupil progress to ensure that all children make rapid progress, and intervening when necessary to ensure that gaps between different groups are addressed where they exist;
- ensuring that CEIAG provides appropriately for all students and that destination plans provide the right levels of support for students leaving the school;

- listening to and monitoring views and experiences of pupils and adults to evaluate the effectiveness of our policies, procedures and are included in the process of curriculum review and self-assessment and also curriculum development;
- developing available resources ensuring that students with SEN and SEMH receive appropriate additional support to meet individual learner needs;
- ensuring our staff and safeguarding team are trained and experienced in identifying and dealing with potential and actual radicalisation of students within the school;
- monitoring, reporting (as required) and responding to all racist, homophobic, gender discriminatory, bullying and other equality based incidents;
- ensuring pupils have the opportunity to access extra-curricular provision;
- encouraging an open culture for staff so they feel safe and supported in putting their views across;
- having clear, open and robust staff disciplinary and grievance procedures;
- advancing equality of opportunity between people who share a protected characteristic and people who do not share it. We advance equality of opportunity by:
- ensuring that the curriculum informs and educates students and staff on the nature of protected characteristics and opens discussion and challenge on the nature of prejudicial behaviour;
- examining our recruitment and staff advancement procedures to ensure that they are not prejudicial;
- using the information we gather to identify underachieving groups or individuals and plan targeted intervention;
- ensuring participation of parents/carers, staff and pupils in school development;
- listening to parents/carers and staff;
- listening to pupils at all times;
- fostering good relations across all characteristics - between people who share a protected characteristic and people who do not share it.

We foster good relations by:

- ensuring that all members of our school community are welcomed at all times;
- ensuring that all groups represented in the school are reflected in resources and activities and that students are actively engaged in learning about difference and equality as well as the challenge of negative stereotyping;
- ensuring that our Behaviour and Relationships Policy enables all students to feel safe at school and addresses prejudicial bullying ensuring that we act promptly and with vigour to any incidents of prejudicial behaviour.

Staff Recruitment, Training and Development

- Newhaven School embraces equal opportunities and diversity in all its aspects, and aims to employ a workforce that reflects, at every level, the community it serves by ensuring job advertisements are targeted at both mainstream and minority communities
- Newhaven School will treat all staff with respect and dignity, and seek to provide a working environment free from harassment, discrimination and victimisation

- Newhaven School will not tolerate any form of discriminatory behaviour against its staff, either from other staff, students, parents/carers or members of the public
- Through the provision of regular staff training and development of staff involved in recruitment and selection Newhaven School will ensure that staff recruitment and selection procedures are open, consistently applied and free from bias, stereotyping and discrimination. Additionally, Newhaven School will endeavour to ensure that reasonable adjustments are made to arrangements and premises to ensure both current and potential staff with disabilities have equality of access
- Newhaven School staff will have the opportunity for a performance development review and will have access to opportunities for training and development
- Newhaven School will ensure that, with regards to employment strategies, equality and diversity monitoring and analysis is carried out and informs Newhaven School's planning and decision-making process, whereby initiatives such as positive action will be utilised where necessary
- We will do our best to treat all staff and job applicants fairly in relation to all our employment policies and procedures and to meet any reasonable and appropriate additional needs they may have
- We will give staff and job applicants access to the complaint procedures if they feel unfairly treated.

Equality Objectives 2023 – 2024

1. Refine curriculum planning and curriculum mapping to ensure effective sequencing of learning, progression routes for students and ensure transition planning is effective and acutely meets the diverse needs of students, including the development of cultural capital and preparation for the next stage in EET.
2. Develop curriculum planning and mapping to address areas of under-representation of minority groups and other protected characteristics
3. The development of Trauma Informed Practice across the school leads to reductions in fixed term exclusion, seclusion and behaviour incidents.
4. Termly analysis of sexual harassment and violence, bullying discrimination and prejudiced behaviour leads to planned curriculum and pastoral responses which significantly reduce issues in these areas.
5. Homophobic, racist and other equalities based behavioural incidents are reduced through planned curricula and pastoral interventions including the studying of other religions and cultures
6. Targeted CPD ensures that the skills and attributes of leaders and other staff are developed so they can effectively carry out their roles and that opportunities reflect the diverse nature of the staff.
7. Monitor recruitment and employment statistics to identify under-representation in order to successfully implement this policy. Equality and diversity awareness will be an essential part of staff induction, in-service training and staff ongoing professional development.

8. The management committee leads on the examination and adaptation of school processes and procedures to ensure that institutional prejudice is identified and minimised.

Implementation

As part of the implementation of this policy, drive for diversity and equal opportunities an awareness will be an essential part of staff induction, in-service training and ongoing development within the school.

Responsibility for implementing the policy

The Head teacher and Management Committee have lead responsibility for implementing and monitoring this policy. The Head teacher has responsibility for the strategic and operational development of this policy and for monitoring and regularly assessing how effectively it is being implemented across Newhaven School. All staff have a responsibility to promote and adhere to the policy; therefore, Newhaven School has a range of additional policies to assist staff to embed the principles of diversity and equality of opportunity into all aspects of Newhaven School life. To make our Equality and Diversity Policy fully effective we will:

- Actively promote it via all Newhaven School's established communication links;
- Ensure it is a working document;
- Regularly monitor and review all our job selection procedures and criteria and making changes to ensure unfair discrimination does not take place;
- Take appropriate action, using agreed procedures, if staff breach this policy;
- Provide training and guidance, particularly for Staff Support Services and line managers, to ensure they understand this policy and their legal responsibilities