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**Accepted by:** Board of Directors January 2012  
**Leadership Team Lead Reviewer:** Assistant Head Teacher (Pastoral Care)  
**Review Cycle:** 2 Years  
**Last reviewed:** September 2021  
**Date for next review:** September 2023

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This policy is composed with reference to the Equality Act 2010 and guidance documents

[http://www.legislation.gov.uk/ukpga/2010/15/pdfs/ukpga\\_20100015\\_en.pdf](http://www.legislation.gov.uk/ukpga/2010/15/pdfs/ukpga_20100015_en.pdf)

We aim to give all students and staff equal opportunities to develop their full potential. The latest non-statutory DfE guidance is:

The Equality Act 2010 and schools: Departmental advice for school leaders, school staff, governing bodies and local authorities (May 2014) which can be accessed via this web link:  
<https://www.gov.uk/government/publications/equality-act-2010-advice-for-schools>

When reading this document, it is essential also refer to other Hurworth School Policies including:

- Single Equality Scheme
- Equality, Diversity and Community Cohesion Policy
- British Values and Collective Worship Statement
- Safeguarding Policy and Strategy
- Anti-Bullying Policy
- SEN Policy
- Recruitment Policy
- Admissions Policy
- Discipline Policy
- Transition Policy
- Careers Education and Guidance Policy
- Code of Conduct for School Employees Policy
- Citizenship Policy
- Disadvantaged Pupils Statement
- English as an Additional Language Policy
- Food and Healthy Lifestyles Policy
- Sex and Relationships Policy
- Young Carers Policy
- SEAL Policy

Annually all policies are reviewed in relation to the Single Equality Scheme and these reviews can be obtained from Senior Leadership Team.

[www.hurworthschool/policies](http://www.hurworthschool/policies)

We believe it is essential that all members of the school community are regarded as individuals. Students will have their gender, cultural background, religion, language, ability and special needs taken into consideration, in order that they may reach their full potential.

## Guidelines

The Curriculum will provide positive attitudes to gender, equality, diversity and special needs. The subject content of the curriculum and PSHCE programme offers opportunities for students to develop an awareness of a wide range of issues including/allowing them to:

- Raise their aspirations
- Appreciate the dangers of prejudice and stereotyping
- Appreciate the choices that they can make concerning their future
- These are supplemented by a wide range of registration based activities including themed assemblies, 'Thought for the Day', Citizenship 'Hot Topic' and 'Photo of the Week'
- Annual Personal Safety Week coinciding with National Anti-Bullying Week
- Giving Tree
- Online safety work
- SMSC days for Years 7-10
- Young Carers work with DISC
- Seal Day Year 7
- Peer mentoring
- Break and Lunch Charter
- End of year prom
- Rewards system Years 7-11
- School council
- Trips and visits (school calendar)
- Extra curricular activities / clubs
- Team around the school
- Extended pastoral support network
- Social norms
- PSHCE schemes of work
- Personal Safety Week
- Inter-Form and End of term celebrations
- Inclusive projects are undertaken regularly to enhance holistic development of all pupils and key groups of pupils (Craft and Cookery SEN clubs, Department Clubs, Behaviour Support sessions, Being Me programme, Go Girls)
- Work with Youth Offending
- Extensive activities undertaken during Afternoon registrations which uphold the promotion British Values and Collective Worship.
- LGBT work with Stonewall – Bronze Award already achieved silver in progress
- Work with Anti-Social Behaviour Officer – Community Scheme
- SRE quality mark work on going
- The PSHE association has selected the school to be a published case study for 'How PSHE contributes to Outstanding'
- Projected volunteering initiative. Food bank and litter picks
- Emotional Literacy Course to be incorporated into Behaviour support
- Work with Healthwatch Darlington
- Wise Drive (Police) October 2015
- Politics and General Election Education Spring 2015
- Work through Safeguarding teams regarding FGM, CSE, Domestic Abuse and Prevent
- Careers Education
- Duke of Edinburgh Award

- National Citizen Service

Mutual respect is at the core of the school ethos. All members of the school community should be treated with respect and their contribution to school life should be overtly valued.

### **Students are entitled to:**

- The full range of learning experience
- The opportunity to make informed choices about their learning experience
- The opportunity to demonstrate their strengths and areas for development across the curriculum
- Support for specific learning needs

### **Teachers are entitled to:**

- The opportunity to discuss attitudes which might lead to student underachievement or low esteem and in particular to discuss strategies to improve performance of particular groups
- Opportunities for professional development

### **Evaluation**

If we are delivering equal opportunities effectively, we will expect to see the following (all of which are in place):

- Student success in all areas of curriculum experience
- An atmosphere of trust, integrity and openness between people from different social or ethnic backgrounds, capability, age, sexual orientation and gender in all areas of school life
- High take up figures for post 16 education and evidence of access to a range of career destinations
- GCSE examination results reflecting relative success for students from different gender, social or ethnic groups, and for students with identified special needs
- Staff representation on in service training and management groups, reflecting a range of opportunity irrespective of age, gender or position
- A positive attitude from staff reflected in our *biannual* staff survey with regard to opportunities for development

### **Actions**

To ensure our aims are met the school will do the following (all of which are in place):

- Hold and maintain a bullying register and complete termly Analysis Reports including racial and homophobic as well as cyber-bullying
- This is to be held in the main administrative office and updated by pastoral leaders as and when an issue arises. The log will outline the incident/s and the actions taken to ensure a successful outcome
- Maintain a zero tolerance approach to issues of bullying
- Produce a specific anti bullying policy that is reviewed regularly in line with other core policies
- Continue to commit fully to Anti-Bullying Education including annual Personal Safety Week to coincide with National Anti-Bullying Week
- Adhere to legislation surrounding the area of recruitment and safe practice documents