



Information our school is publishing to demonstrate that we have due regard to the need to promote equality, as required by the 2010 Equality Act

1. Our specific duties

We have two Specific Duties under the 2010 Equality Act:

- To publish information to demonstrate our compliance with the general duty to promote equality
- To prepare and publish one or more equality objectives

We have therefore prepared this document to show what we do to promote equality of opportunity and highlight the equality objectives we have prepared.

Links to additional information available on our school website are provided. Other information can be obtained by contacting staff, as indicated.

2. Our objectives for 2016 - 2019 are:

- **Student:** To eliminate unlawful discrimination and harassment
- **Student:** To remove/minimise disadvantage
- **Student:** To meet the needs that are different
- **Student:** To foster good relationships

- **Staffing:** To ensure all our staff are aware of the Equality Act and Duty of the school to meet this act. To ensure are staff are aware and follow the Equality Act.
- **Staffing:** To ensure that we welcome applications regardless of age, gender, disability, ethnicity or religion and that this is reflected in all our current advertisements.
- **Staffing:** To achieve the Jobcentre Plus two ticks disability symbol to prove our commitment to employing and supporting staff with a disability.

3. Information about what our school does to promote equality	
Type of information	Evidence available and how this can be obtained
Data about the school population and differences of outcome	
1. Our school has data on its composition broken down by year group, ethnicity and gender.	Please use the hyperlink to view our school information as at August 2015. This will be up-dated annually. T:\DEPARTMENTS\ADMIN\Equalities links documents\student data
2. Our school has data on its composition broken down by types of impairment and Special Educational Need. We follow DfE guidance on recording disability in addition to Special Educational Need.	Please use the hyperlink to view our school information as at August 2015. This will be up-dated annually. T:\DEPARTMENTS\ADMIN\Equalities links documents\SEN Data - Equality.pdf
3. Our school has data on inequalities of outcome and participation connected with ethnicity, gender and disability, and with proficiency in English. The school also uses data and other evidence provided by the Local Authority or available nationally, to help identify inequalities and the needs of particular groups.	This information is not publicly available.
4. Our school uses data and other information on inequalities of outcome and participation when setting itself objectives for achievable and measurable improvements.	School objectives are based on: <ul style="list-style-type: none"> • Attainment by groups • Attendance by groups • School's Promoting Positive Behaviour data analysis
Documentation and record-keeping	
5. There are statements of the school's responsibilities under the Equality Act in various school documents, for example our equality policy, the school improvement plan and self-evaluation papers, the prospectus, routine bulletins and newsletters, and occasional letters to parents.	Our Equality Policy can be viewed: T:\WHOLE SCHOOL\HANDBOOK\ADDITIONAL DOCS Newsletters and letters to parents are all available on the website – www.kingalfred.somerset.sch.uk
6. There are references to the school's responsibilities under the Equality Act in the minutes of governors' meetings, staff meetings and senior leadership team meetings, and in the minutes of the School Council.	Full Governing Body Minutes for 2016/17 can be viewed at: T:\DEPARTMENTS\ADMIN\Equalities links documents\FGB Minutes 2016-2017
7. Before introducing important new policies or measures that may have an impact on equality, the school carefully assesses their potential, positive or negative, and keeps a	All new policies or measures would be taken to the Governing Body to discuss and agree. For information please contact the Clerk to Governors on 01278 784881

record of the analysis and judgements which it makes.	
Responsibilities	
8. The Leadership Team has responsibility for equalities matters.	The Leadership Team is made up of: Headteacher, 2 Deputy Headteachers, 6 Assistant Headteachers and Business Manager
9. A member of the governing body has a watching brief for equalities matters.	If you wish to contact the Equality Governor please do so via the Clerk to Governors on 01278 784881
Staffing	
10. FOR SCHOOLS WITH 150+ EMPLOYEES ... The school has data on its workforce composition broken down by disability, ethnicity and gender. The gender split shows that the school employs more women than men – although the teachers show a fairly even split it is the support staff, by nature of the roles that is responsible for the split.	A summary of this information is available on the hyperlink below: Gender summary Disability summary Ethnicity summary Age band summary Hyperlink: Workplace information This information is up-dated once a year during the summer break. If you wish to discuss the information please contact the Business Manager on 01278 784881.
11. The school's programme of staff meetings and continuing professional development (CPD) includes reference to equalities matters, both directly and incidentally.	Staff Meetings are held each term and CPD training sessions are held regularly throughout the year. Equality is considered at all times. Staff Meetings: 1 September 31 October 27 February 18 April CPD: There is a regular programme of CPD throughout the year.
12. There is good equal opportunities practice in the recruitment and promotion of staff, both teaching and administrative.	We ensure we adhere to Somerset County Council's guidance on equal opportunities and recruitment. To ensure equality we will ensure that all future advertisements for posts state that "we welcome applications regardless of age, gender, disability, ethnicity or religion" .
13. Our other policies, including our pay policy, uphold good equalities practice.	Pay Policy: T:\WHOLE SCHOOL\SCC POLICIES\Pay Policy Nov 2016.pdf

	<p>Recruitment Policy: T:\DEPARTMENTS\ADMIN\Equalities links documents\Policies\Recruitment Policy.doc</p>
14. Staff and Trade Unions	<p>A variety of Trade Unions are supported by staff which include: ASCL NASUWT NUT ATL Unison Unite</p>
Behaviour and safety	
15. There are clear procedures for dealing with prejudice-related bullying and incidents.	<p>Links are provided for the following policies;</p> <p>Anti-Bullying Policy: T:\WHOLE SCHOOL\HANDBOOK\ADDITIONAL DOCS\ANTI-BULLYING POLICY</p> <p>Racial and other prejudice-related incidents Policy: T:\WHOLE SCHOOL\HANDBOOK\ADDITIONAL DOCS\Policy on Racial and Other Prejudice-related Incidents</p>
16. Surveys and focus groups show that most pupils feel safe from all kinds of bullying.	<p>Evidence of this comes from our most recent Ofsted report: T:\DEPARTMENTS\ADMIN\Equalities links documents\Ofsted 2011</p>
Curriculum	
17. Focused attention is paid to the needs of specific groups of pupils (for example those who have Special Educational Needs, Travellers and those who are learning English as an additional language) and there is extra or special provision for certain groups, as appropriate.	<p>If you wish to discuss such support please contact us via our school email: sch.514@kingalfred.somerset.sch.uk</p>

<p>18. There is coverage in the curriculum of equalities issues, particularly with regard to tackling prejudice and promoting community cohesion and mutual understanding.</p>	<p>This predominantly takes place through PSD and RE classes where students explore these areas. This is supported throughout the curriculum. Students also have the opportunity to attend Workshops and listen to external speakers who come into school throughout the year.</p>
<p>19. There are activities across the curriculum that promote pupils' spiritual, moral, social and cultural development.</p>	<p>See point 18 above.</p>
<p>20. In curriculum materials in all subjects there are positive images of disabled people; of gay and lesbian people; of both women and men in non-stereotypical gender roles; and of people from a wide range of ethnic, religious and cultural backgrounds.</p>	<p>If you wish to discuss equality matters related to curriculum materials please contact our Deputy Headteacher responsible for Student Welfare on 01278 784881.</p>
<p>Consultation and involvement</p>	
<p>21. The school has procedures for consulting and involving parents and carers, and for engaging with local groups and organisations, and has regard in these for the concerns and requirements of the Equality Act (which may sometimes involve targeted consultation).</p>	<p>The school consults with parents and carers on a variety of issues. Every 3 years a Kirkland Rowell Survey goes out to all parents/carers. Over the last 12 months we have consulted on:</p> <p>Becoming an Academy as part of the Clevedon Learning Trust.</p> <p>Changing the Uniform</p> <p>Parents now have the opportunity to leave feedback/suggestions after all Parent Subject Evenings with our Student Ambassadors.</p>
<p>22. The school has procedures for finding out how pupils think and feel about the school, and has regard in these for the concerns of the Equality Act (which may sometimes involve targeted consultation).</p>	<p>We consult and involve pupils through:</p> <ul style="list-style-type: none"> Year Council Meetings School Council Meetings Student Environment Group Student Catering Group Student Sixth Form Group Student Sport and Community Group Student Well-being Group Student Learning Group