



# Equality Policy



**HEATON SCHOOL**

Signed by:			
Chair of Governors:		Date:	15.5.25
Headteacher:		Date	15.5.25
Agreed at the Governors meeting on:	15.5.25		

## 1. Introduction

Heaton School is committed to fostering a learning environment that is inclusive, equitable, and respectful for all members of our community. This Equality Policy outlines our commitment to promoting equality and diversity and preventing discrimination in all aspects of school life. We recognise that every student, staff member, governor, and visitor has the right to be treated with dignity and respect, regardless of their individual characteristics. This policy is underpinned by relevant legislation, including the Equality Act 2010, and reflects our dedication to providing a safe and supportive environment where everyone can thrive.

This policy specifically addresses the unique needs of our students with complex learning difficulties and needs. We understand that these students may face additional barriers to equality and inclusion, and we are committed to addressing these barriers proactively and effectively.

## 2. Aims and Objectives

This Equality Policy aims to:

- **Promote Equality:** To ensure that all students, staff, governors, and visitors are treated fairly and with respect, regardless of their protected characteristics.
- **Prevent Discrimination:** To eliminate discrimination, harassment, and victimization on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including ethnic or national origin, colour or nationality), religion or belief, sex, and sexual orientation.
- **Foster Inclusion:** To create a welcoming and inclusive environment where everyone feels valued, respected, and able to participate fully in school life.
- **Address Barriers:** To identify and address barriers to equality and inclusion, particularly for students with complex learning difficulties and needs.
- **Promote Understanding:** To promote understanding and awareness of equality and diversity issues through education and training.
- **Ensure Accessibility:** To ensure that our school environment, curriculum, and activities are accessible to all students, staff, governors, and visitors, taking into account individual needs and disabilities.

## 3. Scope of the Policy

This policy applies to all members of the school community, including:

- Students
- Staff (including teaching and support staff, permanent and temporary staff, and volunteers)
- Governors
- Parents and carers
- Visitors
- Contractors

This policy covers all aspects of school life, including:

- Admissions
- Teaching and learning
- Curriculum development
- Assessment and examination
- Behaviour management
- Staff recruitment and development
- School trips and activities
- Communication and information sharing
- Access to facilities and resources

#### **4. Protected Characteristics**

This policy covers the following protected characteristics as defined by the Equality Act 2010:

- **Age:** Protecting individuals of all ages.
- **Disability:** Protecting individuals with physical, mental, or learning impairments that have a substantial and long-term adverse effect on their ability to carry out normal day-to-day activities. We are committed to making reasonable adjustments to ensure that students and staff with disabilities can participate fully in school life.
- **Gender Reassignment:** Protecting individuals who are undergoing, have undergone, or are proposing to undergo a process (or part of a process) of reassigning their sex.
- **Marriage and Civil Partnership:** Protecting individuals who are married or in a civil partnership.
- **Pregnancy and Maternity:** Protecting women during pregnancy and after childbirth.
- **Race:** Protecting individuals based on their ethnic or national origin, colour, or nationality.
- **Religion or Belief:** Protecting individuals based on their religious or philosophical beliefs (or lack thereof).
- **Sex:** Protecting individuals based on their biological sex (male or female).
- **Sexual Orientation:** Protecting individuals based on their sexual orientation (heterosexual, homosexual, or bisexual).

#### **5. Specific Considerations for Students with Complex Learning Difficulties and Needs**

We recognise that students with complex learning difficulties and needs may face unique challenges in accessing equal opportunities. Therefore, we are committed to:

- **Individualised Support:** Providing individualised support and interventions to meet the specific needs of each student.

- **Accessible Curriculum:** Adapting the curriculum and teaching methods to ensure that all students can access and participate in learning.
- **Assistive Technology:** Providing access to assistive technology and other resources to support students' learning and development.
- **Communication Support:** Providing communication support, such as sign language or visual aids, to ensure that students can communicate effectively.
- **Sensory Considerations:** Creating a sensory-friendly environment that minimizes distractions and supports students' sensory processing.
- **Collaboration:** Working closely with parents, carers, and other professionals to ensure that students receive the best possible support.
- **Advocacy:** Advocating for the rights and needs of students with complex learning difficulties and needs.

## 6. Responsibilities

- **Governing Body:** The Governing Body has overall responsibility for ensuring that this policy is implemented effectively and that the school complies with all relevant legislation.
- **Headteacher:** The Headteacher is responsible for the day-to-day implementation of this policy and for ensuring that all staff are aware of their responsibilities.
- **Staff:** All staff are responsible for promoting equality and diversity and preventing discrimination in all aspects of their work.

## 7. Reporting and Addressing Discrimination

Any incidents of discrimination, harassment, or victimisation should be reported immediately to a member of staff or the Equality Coordinator. All reports will be taken seriously and investigated thoroughly. The school will take appropriate action to address any incidents of discrimination, harassment, or victimisation, including disciplinary action where appropriate.

## 8. Monitoring and Review

This Equality Policy will be monitored and reviewed regularly to ensure that it remains effective and relevant. The review will involve consultation with staff, students, parents, and carers. The policy will be updated as necessary to reflect changes in legislation, best practice, and the needs of the school community.

## 9. Communication

This Equality Policy will be made available to all members of the school community through the school website, school prospectus, and other appropriate channels. We will also communicate the policy to parents and carers through regular newsletters and parent meetings.

## 10. Contact Information

For further information or clarification regarding this policy, please contact:

Andrew Ruddick – Heaton School Headteacher

[andrew.ruddick@heaton.stockport.sch.uk](mailto:andrew.ruddick@heaton.stockport.sch.uk)

This policy is intended to create a positive and equitable learning environment for all students at Heaton School. We are committed to continuously improving our practices to ensure that everyone has the opportunity to reach their full potential.