



# Lawnswood Campus

## Single Equality Policy

Date: October 2023

Review Date: October 2024

Please read

Managers as Management Committee

Heads of Centres

Signed by the Chair of the Management Committee:

Date: 23.10.23

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## **Purpose, Values and Aims of Lawnswood Campus**

### **Our Core Purpose**

To be an inclusive, happy community that values every individual and inspires them to achieve their full potential.

### **Our Values**

- Kindness
- Empathy
- Honesty
- Positivity
- Curiosity
- Resilience
- Commitment
- Responsibility

### **Aims – to achieve our core purpose and values we aim to:**

- Respect all young people and staff as individuals
- Celebrate diversity and promote equality
- Provide appropriate levels of challenge
- Develop understanding and enjoyment of learning
- Support and encourage individuals to make a valuable contribution to society
- Be a reflective campus seeking continuous improvement
- Play an active part in our community
- Nurture physical and emotional well being
- Promote a happy, safe and stable environment

### **1. Summary**

This policy explains how we aim to listen to young people, staff, parents and the community in achieving better outcomes for our young people.

### **2. Purpose**

To interpret legislation, directives and advice under the Equality Act 2010 for students and staff within Lawnswood Campus

### **3. Scope**

This document applies to young people, staff, parents/carers and Managers of The Orchard Centre, The Nightingale Home & Hospital Service, The Midpoint Centre and The Braybrook Centre at Lawnswood Campus.

### **4. Why we have developed this Equality Policy**

This Equality Policy for Lawnswood Campus includes all the protected characteristics covered under the Equality Act 2010 as well as other aspects which have the potential to discriminate against or to devalue any individuals within our community. We are further committed to the development of cohesive communities both within Lawnswood Campus physical boundaries and within our local, national and global environments. Lawnswood Campus embraces the aim of working together with others to improve children's educational and wellbeing outcomes, and notes the rights set out in the UN Convention on the Rights of the Child.

We understand the principles of the act and the work needed to ensure that those with protected characteristics are not discriminated against and are given equality of opportunity.

A protected characteristic under the act covers the groups listed below:

- age (for employees not for service provision)
- disability
- race
- sex (including issues of transgender)
- maternity and pregnancy
- religion and belief
- sexual orientation
- marriage and civil partnership (for employees)

## 5. Aims

### 5.1 Overall aims of our Equality Policy

- To eliminate discrimination, harassment and victimisation.
- To promote equality of access and opportunity within Lawnswood Campus and within our wider community.
- To promote positive attitudes to difference and good relationships between people with different backgrounds, genders, cultures, faiths, abilities and ethnic origins.

In advancing equality of opportunity:

- we aim to remove or minimise the disadvantages suffered by people due to their protected characteristics
- we aim to meet the needs of people with certain protected characteristics where these are different from the needs of other people
- we encourage people with certain protected characteristics to participate in public life or in other activities where their participation is disproportionately low

In order to meet our general duties, listed above, the law requires us to do some specific duties to demonstrate how we meet the general duties, these are to:

- publish equality information - to demonstrate compliance with the general duty across its functions. (We will not publish any information that can specifically identify any young person)
- prepare and publish equality objectives

To do this we will collect data related to the protected characteristics above and analyse this data to determine the focus for our equality objectives. The data will be assessed across our core provisions as a campus. This will include the following functions:

- admissions
- attendance
- attainment and progress
- exclusions
- prejudice related incidents
- participation

Our objectives will detail how we will ensure equality is applied to the functions listed above. However, where we find evidence that other functions have a significant impact on any particular group, we will include work in this area.

We use evaluation and data collection to inform our decision making and assess the impact on equality of our decision making, policies and practices.

We also welcome our duty under the Education Act 2011 to demonstrate how the education we provide meets the needs of the range of young people at Lawnswood Campus.

We recognise that these duties reflect international human rights standards as expressed in the UN Convention on the Rights of the Child, the UN Convention on the Rights of People with Disabilities, and the Human Rights Act 1998.

In fulfilling our legal obligations we will:

- recognise and respect diversity
- foster positive attitudes and relationships, and a shared sense of belonging
- tackle prejudice and promote understanding between people from different groups
- observe good equalities practice, including staff recruitment, retention and development, and procurement
- aim to reduce and remove existing inequalities and barriers
- consult and involve widely
- strive to ensure that the communities within, around and beyond Lawnswood Campus will benefit
- follow guidance from Derbyshire Children's and Younger Adults Service HR on equality in recruitment, selection and employment
- use Lawnswood Campus complaints procedure initially to deal with any complaints under the Equality Act 2010 and for any complaint not resolved internally, use the local authority complaints procedure.

## **5.2 Addressing Prejudice Related Incidents**

Lawnswood Campus is opposed to all forms of prejudice and we recognise that young people who experience any form of prejudice related discrimination may fare less well in the education system. We provide both our young people and staff with an awareness of the impact of prejudice in order to reduce the likelihood of any incidents. If incidents occur, we address them immediately and report them to the Local Authority using the online reporting system.

## **5.3 Breaches**

Breaches to this statement will be dealt with in the same ways that breaches of other Lawnswood Campus policies are dealt with, as determined by the Headteacher and Management Committee.

## **6. Review Process**

Each policy is reviewed by the lead person and Senior Leadership Team for approval before being presented to Full Management Committee for ratification.

We will review our objectives in relation to any changes in our profile at least every four years.

## **7. Responsibilities**

We believe that providing equality is the whole Lawnswood Campus' responsibility.

**7.1 The Managers have responsibility for:**

- designating a Manager with specific responsibility for the Equality Policy
- ensuring that any action plans are monitored through a relevant sub-committee
- supporting the Executive Headteacher in implementing any actions necessary
- engaging with parents/carers and partner agencies about the policy, evaluating and reviewing the policy.

**7.2 The Executive Headteacher is responsible for:**

- ensuring that staff, parents/carers and young people are informed about the quality Policy
- overseeing the effective implementation of the policy
- ensuring staff have access to training which helps to implement the policy
- developing partnerships with external agencies regarding the policy so that Lawnswood Campus actions are in line with the best advice available
- monitoring the policy and report to the Management Committee on the effectiveness of the policy
- ensuring that the Leadership Team is kept up to date with any development affecting the policy or actions arising from it.

**7.3 The Leadership Team are responsible for:**

- having responsibility for supporting other staff in implementing this policy
- providing a lead in the dissemination of information relating to the policy with the Executive Headteacher, provide advice/support in dealing with any incidents/issues
- assisting in implementing reviews of this policy.

**7.4 Our young people are responsible for:**

- access to the policy through a range of different media appropriate to their requirements and understanding how it relates to them, appropriate to age and ability whilst acting in accordance with the policy.

**7.5 Our parents/carers will:**

- have access to the policy through a range of different media appropriate to their requirements
- be encouraged to actively support the policy
- be encouraged to attend any relevant meetings and activities related to the policy
- be informed of any incident related to this policy which could directly affect their child.

**7.6 Lawnswood Campus staff are responsible for:**

- being involved in the on-going development of the policy
- being fully aware of the Equality Policy and how it relates to them
- understanding that this is a whole Lawnswood Campus issue and supporting the Equality Policy
- making known any queries or training requirements.

We will ensure that the whole Lawnswood Campus community is aware of the Single Equality Policy by publishing it on the Lawnswood Campus website.

## **8. Monitoring, evaluation and Policy review**

- 1.1. This policy will be reviewed on a three yearly basis or when new legislation/guidance concerning equality and disability is published.
- 1.2. The Management Committee, Executive Headteacher and Leadership Team will review the policy

## **9. Associated Documents**

- 8.1 Associated Policies  
SEND