

Oasis Academy Short Heath

Single Equalities Policy

Introduction

This policy has amalgamated all of the protected characteristics covered in the Equality Act 2010, in to one Single Equalities Policy for Oasis Academy Short Heath, which is to be read in conjunction with the OCL Single Equality Policy (Primary)

Oasis Academy Short Heath ethos

This policy outlines the commitment of staff and Academy Council to promote equality, diversity and human rights. Everyone is welcome and diversity in the school is celebrated. Our aim is to provide fairness for all involved in the school community and to ensure there is no discrimination on grounds of gender, marital status, race, disability, sexual orientation, gender identity (including transgender identity), religion or belief, age, pregnancy.

We believe that equality at Oasis Academy Short Heath should permeate all aspects of school life and is the responsibility of every member of the school and the wider community. Every member of the school community should feel safe and valued. At Oasis Academy Short Heath, equality is a key principle and we respect each other's differences and identities, as outlined in the Equality Act 2010, which is British Law.

Monitoring and review

The staff member responsible for co-ordinating the monitoring and evaluation of the single equalities policy is Michelle Lee. They will be responsible for:

- Providing updates on equalities legislation and the school's responsibilities in this regard
- Principal termly reports to the Academy Council on racist, homophobic and transphobic incidents, disability bullying or faith incidents and Prevent incidents,
- Providing a curriculum that promotes Equalities throughout the school and monitoring its impact.

Curriculum

Oasis Academy Short Heath will ensure that the curriculum:

- Reflects a commitment to equality
- Prepares pupils for life in the UK which is a diverse society
- Fosters good relations between people who share a protected characteristic and those who do not
- Uses opportunities to reflect on the background and experience of pupils in the wider community
- Challenges prejudice and recognises and challenges discriminatory behaviour and language whenever it occurs

- Promotes the Oasis Academy Short Heath values and ethos explicitly through the 'No Outsiders' curriculum, PHSE, 9 Habits and assemblies.
- Uses a range of images and materials that positively reflect a range of cultures, communities, identities and lifestyles.

Oasis Academy Short Heath places emphasis on all staff promoting equalities as part of the 'hidden curriculum' of social interaction between staff and pupils.

The Protected Characteristics within the Equality Act 2010 and their definitions (Legislation.gov.uk) are:

Age: A reference to a person who has a particular protected characteristic is a reference to a person of a particular age group.

Disability: A person (P) has a disability if –

- (a) P has a physical or mental impairment, and
- (b) The impairment has a substantial and long-term adverse effect on P's ability to carry out normal day-to-day activities.

Gender reassignment: A person has the protected characteristic of gender reassignment if the person is proposing to undergo, is undergoing or has undergone a process (or part of a process) for the purpose of reassigning the person's sex by changing physiological or other attributes of sex.

Marriage and civil partnership: A person has the protected characteristic of marriage and civil partnership if the person is married or a civil partner.

Race: Race includes –
Colour, nationality, ethnic or national origins.

Religion or belief

Religion means any religion and a reference to religion includes a reference to a lack of religion. Belief means any religious or philosophical belief and a reference to a belief includes a reference to a lack of belief.

Sex (gender): A reference to a person who has a particular protected characteristic is a reference to a man or a woman.

Sexual orientation: Sexual orientation towards persons of the same sex, persons of the opposite sex or persons of either sex.