



HAMPSTEAD SCHOOL
Learning together Achieving together

Overarching Corporate Equalities Policy

Audience	All Staff, Governors, Parents
Named person responsible for monitoring	Governors & Head
Agreed by Personnel Committee	7 May 2014
Agreed by Governors	20 May 2014

Hampstead School is a diverse comprehensive school. Students come from a wide range of ethnic backgrounds and social circumstances. Valuing diversity is something that has always been important to Hampstead School, not only in terms of our staff, students and parents/carers, but also the community which we serve. We take this responsibility seriously, and have taken action and continue to take action to ensure that we deliver on our commitments.

As outlined in the Equalities Act (2010), our corporate equality policy demonstrates our commitment to promote equality across the 'protected' characteristics of race, gender, gender identity, disability, faith, age, sexuality, maternity and civil partnerships/marriage. It outlines our commitment to our staff, students, parents/carers fellow professionals and the local community with regards to equality. Our overarching corporate equalities policy sets out our duty and our school plan outlines our objectives and actions.

The school is a designated UNICEF Rights Respecting School (RRS). Articles 1 and 2 specifically identify the child's right to be free from discrimination and the schools obligation to the protection from discrimination.

GUIDING PRINCIPLES

To make this commitment real, we ensure that our policies and practices are based on the particular needs of our school and its community and that no group is disproportionately affected negatively. This is guided by the following principles:

- ensure that students have the opportunity to reach their potential in all areas of school life;
- ensure that parents and students can make choices free from prejudice and stereotyping;
- promote equality across the protected characteristics by opposing any form of discrimination
- value every student's language and cultural background;
- promote respect and cohesion between cultures.
- To monitor adherence to the above

EQUAL OPPORTUNITIES FOR SCHOOL STAFF

The school is committed to the implementation of equal opportunities principles and the monitoring and active promotion of equality in all aspects of staffing and employment.

All staff appointments and promotions are made on the basis of merit and ability and in compliance with the law. Further details of relevant legal provisions are set out in LB Camden's *Guidance on meeting equality legislation in Camden Schools*.

COMMUNITY COHESION

The Education and Inspections Act 2006 inserted a new section 21(5) to the Education Act 2002, introducing a duty on the governing bodies of state schools to promote community cohesion. The duty came into force on 1 September 2007. In January 2008, Hampstead School followed government

guidelines and added to community cohesion by committing to Preventing Violent Extremism (PVE). This has evolved to also tackling radicalization.

MONITORING AND EVALUATION

The governing body is responsible for ensuring that the school complies with legislation, and that this policy and its related procedures and strategies are implemented.

The headteacher has overall responsible for implementation of the Policy, for ensuring that all staff are aware of their responsibilities and are given appropriate training and support, and for taking appropriate action in any cases of unlawful discrimination. All members of staff have a part to play in the implementation, monitoring, evaluation and development of this policy.

Signed: _____
Chair of Governors

Date: _____