



Dream, Believe, Persevere, Achieve

Cape Cornwall School Single Equality Scheme

Forward

Cornwall Council aims to be recognised as a leader of diversity and equality in its work and as an example of good practice in delivery of services and employment. This Scheme for Cornwall's schools reflects this ambition and the activities which will deliver this.

Equality of opportunity and social inclusion issues will ensure that all communities and organisations can truly benefit from and contribute to the improvements we are making which are bringing long-term and positive benefits for Cornwall.

Success of Cape Cornwall School's Single Equality Scheme will require ownership by Governors, Senior leaders, all staff, students, parents, school partners and the wider school community.

Cape Cornwall School welcomes our duties under the Equality Act.

The general duties are to:

- eliminate unlawful discrimination, harassment and victimisation
- advance equality of opportunity
- foster good relations

We understand and support the principle 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 adults)
- disability
- ethnicity
- gender
- gender reassignment
- maternity and pregnancy
- religion or belief,
- sexual orientation
- marriage and civil partnership (for employees)

In order to meet our general duties, listed above, the law requires us to carry out some specific duties to demonstrate how we meet these 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 child).
- Prepare and publish equality objectives

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

- Admissions
- Attendance
- Attainment
- Exclusions
- Prejudice related incidents

Our objectives will detail how we will promote equality in some or all of these areas.

However, where we find evidence of significant inequalities for any particular group in other areas we may include objectives to address these.

The Cornwall School's Single Equality Scheme (CSSES) serves essentially two purposes:

1. To set out a school's overall commitment to equality and diversity in one central document. The CSSES therefore contains:

- Cape Cornwall School's approach to all nine Equality Strands
- How Cape Cornwall School will manage, plan and include its equality and diversity policy within its day to day work.

The CSSES will help schools to ensure that they focus more on the outcomes that matter to the community and people who use their services and that their services are more accessible and delivered effectively.

Introduction

In the implementation of this Scheme we have moved from a focus on an individual response to an approach that builds on race, disability and gender considerations from the start and at every level of Cape Cornwall School, at strategic, policy, management and classroom level. We need to be able to demonstrate what we have done and what we plan to do to improve opportunities and outcomes for students, staff, parents and other users of Cape Cornwall School. This scheme will be monitored and delivered through the Governors' role plus school improvement and self-evaluation processes.

We will ensure that every student irrespective of race, disability, gender, religion and belief or sexual orientation is able to achieve high standards and that strategies are in place to tackle under-achievement. We will ensure that every student has access to the necessary support required to enable them to achieve their highest potential. We will ensure that Cape Cornwall School's procedures for disciplining students and managing behaviour are fair, effective and equitable.

Our intention is to ensure that the adults working or volunteering in Cape Cornwall School include as much as possible a balanced gender mix, appropriate representation of diverse ethnic groups and disabled people. We believe that this will provide good role models for students from all backgrounds.

We will involve students, staff, parents, carers, governors and all other stakeholders in the development of our Single Equality Scheme. All stakeholders need to be involved from the very start and their involvement will inform the preparation, development, publication, review and reporting of the Scheme. The aim is to ensure that we meet the needs of people from different ethnic backgrounds, boys and girls, and children and adults with disabilities.

Our vision:

- For every student to feel valued for who they are, so they can grow and flourish into confident, successful adults
- For every student to have no barriers to opportunity, achievement, success or enjoyment
- For all our families to feel valued and their diversity recognised and celebrated
- That our wider community benefits from the work of the school, building on the values of community cohesion.

School profile and values

This small secondary school serves a rural area in the far west of Cornwall. It is the most westerly secondary school in mainland England. The proportion of students with learning difficulties and/or disabilities is above average. (We also have an Area Resource Base which opened in September 2013 which will attract students KS3 – KS4 that have additional needs from across Penwith.) The school works closely with a number of key partners: the Penwith Educational Trust, Dreadnought, Hayle Youth Project, Cornwall Schools, Careers South West and the Lands End Education Partnership. A number of external providers support the curriculum including Penwith and Camborne Colleges.

The profile of our current students, staffing and Governors (2017) is represented in the table below:

	Total	Male	Female	Minority Ethnic	Disability
Students	307	158	149	5	0
Teaching staff	30	9	21	0	0
Support staff	42	7	35	0	0
Governors	8	3	5	0	0

*In addition we have 57 students who are coded White-Cornish.

Roles and responsibilities, commitment and accountability

The CSSES will mainstream equality issues by:

- Integrating equality issues into all our key policies, service planning arrangements and performance management framework.
- Ensuring that Cape Cornwall School's short, medium and long term planning contributes towards this scheme.
- Ensuring that arrangements are in place to monitor and report on our progress against our action plans as well as our progress on integrating equality issues.
- Ensuring that we engage effectively with stakeholders and local communities in delivering and monitoring the scheme.

Race

Cape Cornwall School recognises that Black, Asian and Minority Ethnic people experience discrimination on the basis of colour, race, nationality, religion and ethnic origin. This discrimination manifests itself in all areas of their lives such as housing, employment, education and access to services. Racial harassment and violence is one of the most serious consequences of racism, damaging people emotionally and physically and limiting life choices and opportunities. Cape Cornwall School will take all necessary measures to prevent and tackle racial harassment and assist Black and Minority Ethnic people to live in freedom from harassment and to feel safe as they enjoy and achieve throughout their education.

Cape Cornwall School is committed to working for the equality of all ethnic groups and the Governing Body understands its accountability.

Under the duty in the Race Relations (Amendment) Act 2000 to promote racial equality we will:

1. Tackle unlawful discrimination by:

- Keeping accurate records of all ethnic and faith groups, their backgrounds and needs and how we respond to them.
- Dealing with complaints of discrimination and harassment speedily according to Local Authority Guidance, *Guidelines for Challenging and Dealing with Racial Harassment in Schools* and notify complainants of the outcomes and action taken.
- Encouraging dialogue between different racial groups on the appropriateness of our service offer.
- Preventing racial discrimination and promoting equality of opportunity and good relations between members of different racial, cultural and religious groups.

2. Support cohesion by:

- Promoting activities that celebrate our common experience as well as those that recognise diversity generally and foster understanding and respect for the culture and faith of all our students and their families.
- Encouraging students (and their families) of all ethnic groups to participate fully in all aspects of school life.
- Using our support for the voluntary and community sector to promote good race relations.
- Countering myths and misinformation that may undermine good community relations.

3. Work in partnership with Black, Asian and Minority Ethnic individuals and groups to:

- Promote the active participation of minority communities in shaping the future of our school.
- Ensure Cape Cornwall School staff (both permanent and temporary), learners and their families as well as our partners and the wider community fully understand the principles of good race relations.
- Expand access across all communities and in all areas of school activity.

Our **Race Equality Policy** will form part of the Cape Cornwall School Equality Scheme. A review of this policy will be undertaken annually and we will report to Governors with regard to this.

Community Cohesion

From September 2007 we understand our duty to Promote Community Cohesion as part of the response to the duties contained in the Race Relations (Amendment) Act 2000. Our school already considers this to be a fundamental part of our role.

We understand that Community Cohesion is the process that should happen in all communities to ensure that different groups and individual people get on well together. It should also allow for new residents and existing residents to adapt to one another.

At Cape Cornwall School

- We create a sense of shared values by celebrating the cultural diversity of our school community; for example Cape Cornwall School was the first school to achieve the Equalities Award.
- We develop an understanding in students that they all have a responsibility to their shared future through our curriculum, extra-curricular programme and Learning Community activities, including assemblies.
- Mutual respect, honesty, fairness and trust between different groups including students and teachers is embedded in the ethos of Cape Cornwall School and is addressed in our statement of values.

We will evidence our effectiveness for OFSTED by demonstrating:

- A widely shared sense of the contribution of different communities to a shared vision.
- A strong sense of individual rights and responsibilities within the school community.
- That all children and parents feel they are being treated fairly and have the same opportunities.
- That students trust Cape Cornwall School to act fairly.
- We have strong and positive relationships.

The Disability Equality Duties

Cape Cornwall School's commitment to disabled learners, their families and staff's equality has four objectives:

1. We will promote equality for disabled people by:

- Removing barriers to accessibility, particularly in relation to education, employment and access to services, information and buildings.
- Encouraging good practice by our partners through our advisory capacity.
- Upholding the Social Model and our guiding principles in our role in procurement and in our partnership duties.

2. We will tackle discrimination against disabled people by:

- Promoting positive images of disabled people.
- Challenging patronising or discriminating attitudes.
- Making the environment as safe as possible for and challenging antisocial or bullying behaviour against, or harassment of, disabled learners, staff and families.

3. We will support disabled learners to achieve their full potential by:

- Providing where possible, support, assistance and care to disabled learners to enable them to lead independent lives.
- Supporting the formation of groups, networks and services for disabled learners and disabled employees of Cape Cornwall School and people who are disabled in the community.
- Supporting disabled learners, staff and carers according to their individual need.

4. We will work in partnership with disabled learners and their carers and staff by:

- Enabling disabled learners, their families and disabled staff active participation.
- Involving disabled learners, their families and disabled staff in the changes and improvements we make.
- Consulting with disabled learners, their families and disabled staff on issues affecting them rather than with people acting on their behalf.

We welcome the requirements of the Disability Equality Duty and this section sets out our commitment to meeting the Duty. Our Scheme shows how we promote disability equality across all areas of Cape Cornwall School, to disabled students, staff, parents, carers and other school users.

When carrying out our functions, we will have due regard to the need to:

- Promote equality of opportunity between disabled people and other people.
- Eliminate discrimination that is unlawful under the Disability Discrimination Act (1995).
- Eliminate disability related harassment.
- Promote positive attitudes towards disabled people.
- Encourage participation of disabled people in public life.
- Take steps to meet disabled people's needs, even if this requires more favourable treatment.
- Monitor staff and learners by disability.
- Have a Disability Equality Scheme.

We plan to increase access to education for disabled students by:

- Increasing the extent to which disabled learners can participate in Cape Cornwall School curriculum.
- Increasing the inclusion of positive images of disabled people across the curriculum.
- Improving the environment of Cape Cornwall School to increase the extent to which disabled learners can take advantage of education and associated services.
- Improving the delivery of information to disabled learners, to the standard of which is provided in writing for learners who are not disabled.

This is detailed in Cape Cornwall School's accessibility plan.

Gender Equality Duties

Cape Cornwall School:

- Is committed to combating sex discrimination and sexism and promoting the equality of women and men.
- Recognises that society has stereotypes for both women and men, and both women and men can lose opportunities because of these stereotypes.
- Is aware that staff with caring and domestic responsibilities may need to work part-time or flexible working hours.
- Will work in partnership with other agencies to eliminate sexual harassment, domestic violence and other hate crimes.
- Is committed to ensuring the rights, under the Gender Recognition Act 2005, of transgender people (who have Gender Recognition Certificates).

We welcome the requirements of the Gender Equality Duty and this section sets out our commitment to meeting the duty. We will give due regard to the need to:

- Eliminate unlawful discrimination and harassment on the grounds of sex, including domestic violence, sexual violence, bullying and exploitation.
- Promote equality of opportunity between women and men in all of our functions.

At Cape Cornwall School:

- We monitor student progress in relation to their gender and set targets accordingly.
- We address gender stereotyping in subject choices, careers advice and work related learning. This is also addressed through aspects of the curriculum.
- Gender based disciplinary issues will be investigated and treated seriously. We monitor bullying by gender and report incidents to the Local Authority. Anti-Bullying Cornwall support our work as an independent partner, as do Connexions and the School Nurse service.
- Gender issues such as sexual bullying, sexual exploitation and domestic violence are addressed as part of the Student Development programme.
- Staffing levels, specialism and levels of responsibility are monitored with a view to ensuring there is good representation of each gender.

<h3>Religion and Belief</h3>

Cape Cornwall School recognises that people can face discrimination because of attitudes in society towards the faith communities to which they belong. Faith-based hate crime has been a new phenomenon in recent years, developing a character that is distinct from race hate crime.

We also recognise that a person's religious (or similar) beliefs may mean that they have different needs, demands and expectations, which require flexibility.

We are committed to eliminating discrimination and exclusion on the basis of religion or belief.

We also recognise the need to consider the actions outlined by the Equality Act 2006 (Religion & Belief) which requires us to assess the impacts of our policies, functions and procedures have on promoting equality for people based on their religion, belief and non-belief.

Equality with regard to religion or belief is promoted at all levels in Cape Cornwall School and particularly within the RE and PSHE curriculum. This is supported by:

- Marking key national / international events, such as National Holocaust Day
- Visiting speakers into assembly
- Raising awareness of local faith events
- Making provision for students to have space and dignity when practising their faith, or to take a course of study in their particular faith, if requested but rarely needed
- Flexibility to allow parents to request their children be withdrawn from RE lessons on moral / religious grounds

We will monitor the effectiveness of our policy regarding faith and belief discrimination through:

- Discussion with the Subject Leader for RE, regarding its priority on the curriculum and how it can best be supported
- Discussion with the Student Council regarding the matter, and taking account of their voice
- Analysing relevant behavioural incidents on an annual basis and reporting that to Governors

Sexual Orientation

Cape Cornwall School is committed to combating discrimination faced by lesbians, gay men, bisexual and transgender (LGBT) people. We aim to ensure equality of opportunity for LGBT people across services and employment.

We will respect the rights of individuals to be open about their sexual orientation, tackle homophobia, challenge stereotyping and improve knowledge about LGBT communities, both internally and to the community as a whole.

Our school recognises the need to protect learners from unlawful discrimination and harassment on grounds of sexual orientation as required by the Equality Act (Sexual Orientation) Regulations 2007. We are committed to taking a pro-active approach to preventing all forms of homophobia within Cape Cornwall School and will assess the impact of our policies, functions and procedures on promoting sexual orientation equality as part of the Equality Impact Assessment process.

We will deal with complaints of discrimination and harassment speedily and according to Local Authority Guidance and notify complainants of the outcome and actions taken.

At Cape Cornwall School:

- Homophobic bullying, language and stereotypes will be challenged
- The Spiritual, Moral, Social and Cultural curriculum will address these issues as part of its:
 - Sex and Relationships Education (SRE) programmes of study
 - Religious education and personal learning and thinking skills programmes of study
- The resources used to raise staff and student awareness of their rights and responsibilities and the rights of others include:
 - Amnesty International
 - Workshops from several outside agencies including, "Prison me no way", Drugs intervention Officers, Shelter Box etc.
 - School nurse and associated leaflets and advice
 - Other approved websites

Age

Cape Cornwall School is committed to promoting equality of opportunity for younger and older people. We recognise that society has negative attitudes, stereotypes and myths about youth, ageing, younger and older people. These attitudes and beliefs can lead to both younger and older people being socially and economically disadvantaged, excluded and marginalised. We believe that all people have the right to equality of opportunity and that they make a significant and valuable contribution to the community at large.

Age equality means securing the equal participation in society of people of every age, securing a balance between equal citizenship, equality of opportunity, equality of outcome and respect for difference.

Anti-bullying and Discriminatory Policy Framework

All forms of bullying and discrimination are unacceptable and will not be tolerated. We have set out the measures that we will take to address bullying and discriminatory incidents in our Anti-Bullying Policy. We submit data regarding bullying and discriminatory incidents to the Children,

Schools and Families Service through the Anti-Bullying and Harassment Consortium and Local Authority Guidance.

Our objectives are to prevent harassment or bullying of any kind and create an ethos where acceptance, tolerance and respect for others are the hallmarks of all we do. We will draw particular attention to this through:

- Our wider school policies
- Our assembly programme
- The curriculum (e.g. PSHE, RE)
- Student guidance

Students are encouraged to speak to an adult if there is an issue with bullying. This could be their form tutor, Student Support team or a member of the Senior Leadership Team (SLT). With regard to issues of safeguarding, students are encouraged to report this to the Designated Safeguarding Lead (Mrs Hamshaw, Mrs Crawley or Mr Ward).

Our anti-bullying policy is reviewed annually, in line with Cornwall and Isles of Scilly Local Safeguarding Children Board Anti-Bullying and Discriminatory Policy Framework.

The impact of our policy will be assessed through:

- Termly analysis of behavioural incidents and exclusions analysis
- Student conferencing activities particularly through the Student Leadership Team (Ambassadorial roles etc.)
- Student surveys and evaluations after incidents
- Communication with external partners such as Anti-Bullying Cornwall (A.B.C.), Careers South West, Police Youth Intervention Officer, Phoenix Project and various outside agencies

This is reported to Governors on a termly basis in the Headteacher's report to Governors.

Staff will receive relevant training in relation to bullying and discriminatory incidents relating to homophobia, racism, disability harassment, sexual and gender bullying, and religious harassment.

Cape Cornwall School subscribes to the Anti-Bullying Cornwall Consortium's good practice in recording bullying and discriminatory incidents and reporting them in accordance with Local Authority guidelines.

Employment Practices

Cape Cornwall School observes the principles of equal opportunities in how we employ, develop and treat our staff.

We will ensure:

- We observe and implement the principles of equal opportunities in employment by adhering to Local Authority guidelines.
- We are fully compliant with the requirements of Safer Recruitment legislation and that staff who manage the employment and recruitment processes have undertaken the required training
- All teaching staff are subject to performance management and support staff have an annual review
- The school will adopt the Local Authority Manual of Personnel Practice and will follow the advice of Local Authority officers in all matters regarding employment matters

Equality Impact Assessments

We are reviewing key policies, functions and procedures relevant to meeting the duties set out under race, gender, disability and religion or belief legislation. In line with best practice we will also assess the impact of our key policies, functions and procedures on promoting sexual orientation equality.

The main system by which we will assess the impact of our current policies, functions or procedures will be through carrying out Equality Impact Assessments. This will also inform future planning and focus.

We follow Cornwall Council guidance in these matters. Staff and Governors who are responsible for carrying out these assessments will attend relevant training.

At Cape Cornwall School we will carry out equality impact assessments on the following policies:

- Admissions and Transfer
- Attendance
- Exclusions
- Curriculum
- Uniform
- National Healthy School Status
- Careers/work experience
- Anti-bullying, harassment and Discriminatory policy
- School trips

Consultation and Information

We will involve stakeholders in the preparation of this scheme in the following ways:

- **Students** – The scheme will be discussed in PSHE lessons and student comments will be fed back to the SLT. The SLT will also meet with the Student Council and discuss both the Scheme plus wider issues they raise with regard to equality and discrimination.
- **Staff** – The Scheme will be shared with all staff. Comments about it will be welcomed, either individually or through union representatives.
- **External Partners** – The school will discuss the Scheme, plus associated school policies, with the school's Educational Welfare Officer.

Equality Scheme Objectives

This section sets out the objective we have identified in order to eliminate discrimination and harassment and promotion of equality in relation to gender, race, disability, religion or belief and sexual orientation.

We are pleased to note that incidents of harassment and bullying are low at Cape Cornwall School and this is to the credit of all members of the school community, as we each play our part in creating a unique school ethos. However, we will not use this to become complacent and will continue to ensure that at all times, bullying and discrimination are challenged and replaced with opportunity, relationship and community.

Objective:

- To increase the attendance of disadvantaged and SEND learners so that their attendance is in line or above the national average for similar groups.
- To ensure that disadvantaged learners make progress in line with the national average (other) and that the in-school gap is significantly reduced across all subjects.
- To ensure that most able learners make progress above the national average against students with similar starting points.

Roles and responsibilities

The Governing body accepts their responsibility to promote equality and eliminate discrimination and harassment, as outlined in the Scheme.

They will do this through:

- Close involvement in the formulation of policy
- Attendance at relevant Local Authority briefings
- Involvement in setting school priorities and systems for monitoring
- Involvement in both student and staff conferencing activities, to ensure the Scheme is understood and embraced by all
- Ensuring the impact of the Scheme is reported at Governor meetings

Reporting and reviewing the scheme

In line with the requirements of the Scheme, we will produce an annual report on progress and review and revise Cape Cornwall School's Equality Scheme every three years. This will be presented to the Governing Body in the Spring term.

Publication

Cape Cornwall School's Equality Scheme will be published on the school's website.

Complaints

If a member of the public feels that they have suffered harassment or been treated unfairly by the school because of their sex, colour, race, nationality, gender reassignment, ethnic group, regional or national origin, age, marital status, disability, political or religious belief, sexual orientation or class, they should report this without fail through Cape Cornwall School's complaints procedure.

Complaints by staff will be dealt with under the Grievance or Dignity at Work Policies, as appropriate.

We take all external and internal complaints seriously and will not tolerate any form of discriminatory behaviour. Complaints about staff will be investigated using the appropriate Local Authority Procedures.

Monitoring complaints is also another way of gathering information to see whether we are meeting our equality duties. We will report annually on complaints made and action taken as part of monitoring the Single Equalities Scheme.