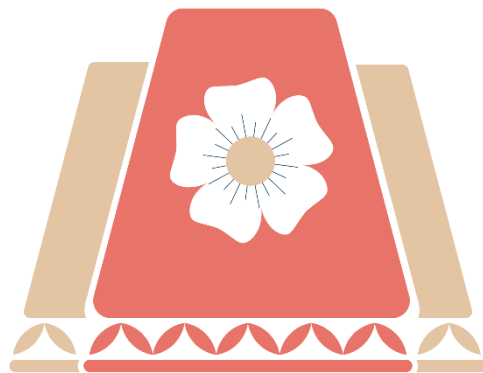




Rugeley John Taylor School

Equality Policy & Objectives
September 2025

This policy will be reviewed annually and updated every four years to reflect changes regarding advice within education and following analysis of behaviour trends within Rugeley John Taylor School. The policy and guidance will be reviewed by the Senior Leadership Team and the Governors' Committee. Local Governing Bodies monitor the implementation of procedures and their effectiveness in JTMAT schools.

Rugeley John Taylor School is committed to equality and valuing diversity and actively supports practices that promote genuine equality of opportunity for all staff and young people.

Rationale

1.1 Rugeley John Taylor School is committed to promoting a positive and diverse culture in which all staff and young people are valued and supported to fulfil their potential irrespective of their age, disability, race, religion, belief, sex or sexual orientation.

1.2 The school recognises its obligations under the Equality Act 2010 and is committed to promoting the equality and diversity of all those we work with, especially our employees, students, young people and visitors.

1.3 Rugeley John Taylor School opposes all forms of unlawful and unfair discrimination, bullying and harassment, and will make every effort to comply with the requirements of the Act and its subsequent provisions.

1.4 The following groups have been identified as key recipients of this provision:

- Are being looked after or on the edge of Care
- Have Special Educational Needs / Learning Difficulties and Disabilities
- Are excluded or at risk of exclusion from school
- Identify as belonging to an ethnic group which represents a minority of the school community, including those from Gypsy, Roma, Traveller background
- Have English as an additional language
- Are missing in education
- Have ill health, including hospitalisation, affecting attendance at school
- Are Not in Education, Employment or Training (NEET)
- Have drug or alcohol abuse

1.5 At Rugeley John Taylor School, our mission is to provide a high-quality education that inspires curiosity, nurtures personal growth, and prepares learners to live lives full of choice and opportunity in a diverse and evolving world. Our culture is driven by our core values – to be respectful, to be resilient, and to be ready – ready to learn, ready to take on new opportunities, and ready to make a positive impact on society. This is underpinned by the JTMAT vision: “We believe in the power of education to improve lives – and the world”.

Compliance

2.1 Compliance with the Equality Act 2010 is the responsibility of all members of staff. Rugeley John Taylor School does not condone any act of direct discrimination, indirect discrimination, harassment or victimisation. Any breach of this policy may lead to disciplinary action.

2.2 The Equality Act covers nine protected characteristics upon which discrimination is unlawful:

- age

- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation

Roles and responsibilities

3.1 The designated senior member of staff with overall responsibility for all equality and diversity matters at Rugeley John Taylor School is the Executive Headteacher.

3.2 It is the responsibility of all staff to:

- treat colleagues, young people and visitors with dignity and respect; and avoid behaving in any manner that may give rise to claims of discrimination, harassment or victimisation;
- support and participate in any measures introduced to promote equality and diversity;
- actively challenge discrimination and disadvantage in accordance with their responsibilities;
- report any issues associated with equality and diversity in accordance with this policy.

3.2 It is important to appreciate that an employee is personally responsible for their own acts of discrimination, harassment or victimisation carried out during their employment, whether or not the employer is also liable. Any attempt to instruct, cause or induce another person to discriminate, harass or victimise a third person will also amount to unlawful discrimination and any employee doing so will be subject to disciplinary action.

Duty to make reasonable adjustments

4.1 Rugeley John Taylor School staff will actively seek to make reasonable adjustments, where there is a need to ensure that a person has the same access to everything no matter the context, as far as is reasonable. We will take positive and proactive steps to remove, reduce or prevent the obstacles faced by the individual, as far as is reasonable. This may be most necessary should a student be disabled.

4.2 The school will produce an accessibility plan, produced with relevant stakeholders. This sets out how the school will improve accessibility to the site for staff, students and visitors. The plan is monitored regularly and reviewed annually to ensure that outcomes are achieved.

Admissions policy

5.1 Our admissions criteria are defined under the admissions policy and are applied consistently to every young person, irrespective of any protected characteristic. The admissions policy can be found on the school website www.rugeleyjohntaylor.co.uk

Curriculum delivery

6.1 The curriculum is crucial to tackling inequalities for students including gender stereotyping, preventing bullying and raising attainment for certain groups. The principles of equality and diversity are embedded in our Personal Development curriculum. Positive and proactive steps will be taken to prevent discrimination against, or victimisation of, any young person in the provision of education or access to any benefit, facility or service including educational trips, work experience and leisure activities.

Positive Behaviour Management and Exclusion Policy

7.1 The decision to exclude a child for a fixed period or permanently is a last resort at Rugeley John Taylor School. Our exclusion criteria are defined within the Positive Conduct Policy and are applied consistently to every young person, irrespective of any protected characteristic. The Procedure can be found on the school website www.rugeleyjohnstaylor.co.uk

Recruitment and selection

8.1 All employees, whether part-time, full-time, temporary or permanent employees, will be treated fairly and equally. Rugeley John Taylor School will avoid unlawful discrimination in all aspects of employment including recruitment, promotion, opportunities for training, pay and benefits, discipline and selection for redundancy. Selections will be made on the basis of aptitude, ability and/or merit, where appropriate. Where appropriate, Rugeley John Taylor School will endeavour to make all reasonable and effective adjustments during the recruitment and selection process.

8.2 Where recruitment and selection is carried out by a third party, on behalf of Rugeley John Taylor School, we will take all reasonable steps to ensure they adhere to the principles of this policy.

Reporting and recording incidents of discrimination and harassment

9.1 All incidents of discriminatory treatment, bullying and harassment must be reported to a Senior Leader and recorded as soon as is reasonably possible (and in any event within 24 hours of the incident).

9.2 All bullying-related incidents (confirmed or otherwise), will be addressed in accordance with our Anti- Bullying Policy.

Complaints and grievances

10.1 If an individual believes that they have been discriminated against, harassed or victimised, they are asked to follow the JTMAT complaints and grievances procedure, which is available at <https://jtmata.co.uk/privacy/policies/>

Implementation, monitoring, evaluation and review

11.1 The designated senior member of staff with overall responsibility for the implementation, monitoring and evaluation of the 'Equality, Diversity and Accessibility Policy' is the Executive Headteacher. The designated member of staff is also responsible for ensuring that all young people, staff, parents/carers and placing local authorities are aware of our policy. Additional support would also be provided to any parent or significant person, wishing to know more about the policy and procedures outlined above. A copy of this policy document is available on our website www.rugeleyjohnstaylor.co.uk

11.2 This policy document will be reviewed and publicised in writing, at least every 2 years and, if necessary, more frequently in response to any significant incidents or new developments in national, local and organisational policy, guidance and practice.

Equality Objectives

Objective 1

To ensure that diversity is represented throughout materials and resources used in school.

Why we have chosen this objective: To ensure that the students develop a positive understanding of all groups they may meet during their lives and who live within the UK.

To achieve this objective, we plan to: Carefully plan the curriculum to ensure diversity is represented throughout and carefully consider the curriculum materials and resources that are used to support this.

Progress we are making towards this objective: N/A as this is a new objective.

Objective 2

To ensure that the school supports students in the protected characteristics categories, as well as those linked by association.

Why we have chosen this objective: To ensure that gaps in attainment and achievement between groups of students do not emerge.

To achieve this objective, we plan to: Ensure all staff have a clear understanding of the protected characteristics and that they are aware of students they teach who fall into these groups. Supporting staff to complete detailed analysis of attainment data at least termly and planning appropriate interventions to close any identified gaps. Encourage a culture of keep up not catch up.

Progress we are making towards this objective: N/A as this is a new objective.

Objective 3

To monitor and promote the involvement of all groups of students in the extra-curricular life of the school, including leadership opportunities.

Why we have chosen this objective: To ensure all groups of students are given the opportunity to participate in extra-curricular opportunities and to examine the barriers if participation rates are low or imbalanced.

To achieve this objective, we plan to: SLT will monitor and review the students in extra-curricular opportunities and student leadership roles. They will plan to improve participation where an imbalance is identified, ensuring that they examine the barriers to participation as part of their action planning.

Progress we are making towards this objective: N/A as this is a new objective.

Objective 4

To ensure high levels of awareness of the Equality Objectives amongst stakeholders.

Why we have chosen this objective: To ensure that stakeholders have a clear understanding of what the school is trying to achieve and that they understand their responsibility under the Equality Act.

To achieve this objective, we plan to: Publish and promote the Equality Objectives through the school website, training sessions and Academy Committee meetings. Arrange training as needed.

Progress we are making towards this objective: N/A as this is a new objective.