

Bradford Central PRU

Equality Information & Objectives

Policy agreed by Staff on:	20 January 2015
Ratified by full Management Committee:	11 March 2015
Review Date:	Autumn 2017
Agreed Frequency of Review:	4 yearly
Allocated Group / Person to Review:	MC can delegate to committee or individual member or HT
Signed by Chair:	N. B. Subyatal
Signed by Headteacher:	

Purpose / Background

Bradford Central PRU is committed to promoting an understanding of the principles and practices of equality and justice. We aim to equip pupils with an awareness of our diverse society and to appreciate the value of difference.

Everyone in our learning community is regarded as of equal worth and importance, irrespective of his or her sex (including gender reassignment), race, disability, religion or belief, sexual orientation and age.

Bradford Central PRU accepts the responsibility for influencing the developing attitudes of the pupils and the powerful role they have in promoting understanding of equal opportunity issues and practice. The centres will present a clear agenda of equality of opportunity through the dynamic ethos of the developing learning communities, the curriculum and day-to-day support of the pupils.

The Equality Act 2010 provides a single, consolidated source of discrimination law, covering all the types of discrimination that are unlawful.

As far as schools/PRUs are concerned, for the most part, the effect of the new law is the same as it has been in the past – meaning that schools/PRUs cannot unlawfully discriminate against pupils because of their sex (including gender reassignment), race, disability, religion or belief, sexual orientation and age, in their role as employers. Protection is now extended to pupils who are pregnant/new mothers or undergoing gender reassignment.

The exceptions to the discrimination provisions for schools/PRUs, that existed under previous legislation – such as the content of the curriculum, collective worship and admissions to single-sex schools and schools of a religious character, are all replicated in the new act.

Bradford Central PRU Management Committee will ensure that all statutory regulations and guidance is adhered to through the Heads of Centre.

Policy Objectives

- To ensure that pupils, staff and members of the PRU Management Committee recognise that discrimination on the basis of; sex (including gender reassignment), race, disability, religion or belief, sexual orientation and age in their role as employers, pupils who are pregnant/new mothers or undergoing gender reassignment, is unlawful.
- All members of the PRU communities are treated as individuals who are respected and valued for their abilities, beliefs, experiences, aspirations and potential.
- To ensure that equal opportunities practices are evident in:
 - the formal curriculum
 - the informal curriculum
 - the 'hidden' curriculum (the ethos of the school including the quality of personal relationships, etc)
- To create a centre ethos which promotes and respects racial equality, develops understanding and challenges myths, stereotypes, misconceptions and prejudices.
- Enabling everyone in the PRU communities to develop positive self-esteem and emotional resilience and advocate for themselves and others.
- The effective monitoring and reporting of the equal opportunities policy by the Heads of Centre to the PRU Management Committee.

Roles and Responsibilities

Promoting equal opportunities is the responsibility of the whole PRU community. This policy outlines the roles and responsibilities of everyone involved and connected with the PRU so that everyone knows what is expected of them.

Management Committee

The PRU Management Committee will challenge and support the centres in the delivery of this policy, essentially through responding to reports provided by the Heads of Centre.

Head of Centre

The Heads of Centre will demonstrate, through personal leadership, the importance of this policy. S/he will ensure that all staff are aware of it and understand their roles and responsibilities. They will also ensure adherence to all statutory regulations and associated guidance and report to the Management Committee on the implementation of this policy.

Staff

All staff will contribute to the development of the policy and understand clearly their own role in implementing and adhering to it.

Pupils

Pupils will contribute to the development of the equal opportunities policy and be made aware how it applies to them as members of the PRU community and as citizens.

Parents/Carers

Parents will be made aware of this policy and be encouraged to contribute to its implementation and give feedback on how it impacts on their child.