

Single Equality Policy – appendix

Tuxford Academy

September 2022

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1 Executive summary

1.1 Tuxford Academy uphold all aspects of the DALP Single Equality Policy, but the following are specific to our academy. Students, staff and visitors to the academy are included regardless of their disability, race, sex or religion and the academy works hard to ensure that our commitment to equality of opportunity is pursued through every interaction

2 Policy statement

2.1 The academy follows all aspects set out in the Diverse Academies policy.

3 Scope and purpose

3.1 The academy follows all aspects set out in the Diverse Academies policy.

4 Responsibility for implementing the policy

4.1 All staff are responsible for ensuring that the policy is embedded but the named person responsible for reviewing the policy is Miss Leanne Murphy, Assistant Principal

5 Legal duties

5.1 The academy follows all aspects set out in the Diverse Academies policy.

6 British values

6.1 The academy follows all aspects set out in the Diverse Academies policy.

7 Aims and objectives

7.1 The academy follows all aspects set out in the Diverse Academies policy.

8 Roles and responsibilities

8.1 The academy follows all aspects set out in the Diverse Academies policy.

9 Information and resources

9.1 The academy follows all aspects set out in the Diverse Academies policy.

10 Religious observance

10.1 The academy follows all aspects set out in the Diverse Academies policy.

11 Staff development and training

11.1 Proper regard is given to CEIAG/options and critical points throughout the academy career that students are not discouraged or prevented from following chosen paths due to their sex. Staff, parent and student perceptions are challenged where they may negatively impact on career choices for boys and girls.

12 Record keeping

12.1 The academy follows all aspects set out in the Diverse Academies policy.

13 Supporting those involved

13.1 The LGBTQ+ community have a voice within the academy, and a safe space to meet and discuss common issues. She is also responsible for ensuring that the academy as a whole develop their understanding of the LGBTQ+ community to improve cohesion and inclusion.

We have gender neutral toilets which are available for members of the academy community who would prefer to use it.

Consideration is taken of students' preferred name and this is amended on SIMS where preferred in conjunction and agreement with family.

3.2 Mobility aides, disabled parking spaces and learning aides are used where useful.

3.3 Uniform and staff dress policies give the opportunity for people to dress according to their preferred sex without hindrance.

14 Confidentiality

14.1 The academy follows all aspects set out in the Diverse Academies policy.

15 Monitoring and evaluation

15.1 The academy follows all aspects set out in the Diverse Academies policy.

16 Review of the policy

16.1 The academy follows all aspects set out in the Diverse Academies policy.