



Harrogate High School

Equality & Diversity Policy

Created by	Helen Ashton-Braithwaite
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Ratified by IB / Governors	September 20
Next review date	August 24



1. Mission Statement

To create an environment where children thrive and knowledge matters.

2. Our Commitment

Harrogate High School welcomes and celebrates diversity and the strengths this brings to our School and its community. Harrogate High School aims to provide an excellent education, enabling everyone to fulfil their potential. To do this we must give everyone equal access to educational opportunities. Treating everyone the same does not necessarily give people equality of opportunity. Sometimes we need to treat different people in a different way to give them equal access to a service.

Each person in our School will be given fair and equal opportunities to develop their full potential regardless of their gender, ethnicity, cultural and religious background, sexuality, disability or special educational needs and ability. Equal opportunities will underpin all policies and will be a factor underpinning the monitoring of all aspects of school life and achievement. Policies and procedures will be regularly monitored as will the impact of procedures on different groups (by race, gender, disability and in the light of community cohesion).

3. School Values – Our ethos is that we are a school that CARES

C - Courage
A - Aspirations
R - Respect
E - Equality
S – Self Control

The School works actively to promote equality and foster positive attitudes by:

- Treating all those within the school community as individuals with their own particular abilities, challenges, attitudes, background and experience;
- Creating and maintaining an ethos which promotes equality, develops understanding, and challenges myths, stereotypes, misconceptions and prejudices;
- Ensuring that we respect people's protected characteristics (as outlined in the Equality Act 2010);
- Encouraging everyone in our school community to gain strength of character, a positive self-image and high self-esteem;
- Having high expectations of everyone;
- Promoting mutual respect and valuing each other's similarities and differences and facing equality issues openly and honestly;
- Identifying, challenging and removing all practices, procedures and customs which are discriminatory and replacing them with practices that are fair to all;
- Monitoring, evaluating and reviewing to secure continuous improvement in all that we do.



4. Equality Legislation

4.1 The Equality Act 2010 states that we must not treat people unfairly because of age, disability, sex (gender), gender reassignment, sexual orientation, race, religion or belief, pregnancy or maternity, marriage or civil partnership. These are called “protected characteristics.”

4.2 As a School we must:

- prevent unlawful discrimination, harassment and victimisation.
- make sure that people have equality of opportunity whether or not they have a particular protected characteristic.
- build good relations between people who share a protected characteristic and those who don't.

5. Meeting our responsibilities

5.1 Everyone has a part to play to realise our vision for Harrogate High School to be an even better place for everyone to learn and to work. We will work with our communities and partners to achieve our vision.

5.2 As part of meeting our responsibilities we make the following commitments:

- We will treat staff, pupils and parents with dignity and respect.
- We will develop our students, staff and Governors to help us meet our equality duties.
- We will use information and talk to people to identify where inequality exists so that we can plan to tackle it.
- When it will help us to improve our service and to understand how we are meeting our equality duties, we will ask questions about people's protected characteristics, including age, race, gender and disability. We will keep personal data confidential.
- We will consider equality issues when we deliver our service. Our service plans will include any major equality actions that we plan to undertake. We will have at least one equality objective which will help us focus on some of the areas which we want to improve.
- When we think about changing our service we will make sure that those making the decision know how the change could affect people with any of the protected characteristics. We will collect information about how people might be affected before making a decision. If the change might cause difficulties for people with a protected characteristic, we will do our best to find ways to reduce this impact. If we can't then we should think carefully about whether we need to make the change to achieve a legitimate aim.
- We have a duty to make reasonable changes to the way we do things so that people with disabilities can use our services and work for us. We recognise that everyone is different and we will treat people as individuals.



- We will make sure that anyone who provides a service for us treats people fairly. We will do this through our procurement process and by monitoring their work.
- We will recruit, select, train and promote staff fairly. We aim for the composition of our staff to match the composition of our communities. We will have clear systems for staff to complain if they are treated unfairly.
- We will make it clear to staff, pupils and parents how to complain if something goes wrong and we will respond quickly and efficiently. If legal action is intended or underway; complaints will be suspended until the legal process is resolved.
- If we find that anyone has broken our equality policy we will investigate and take disciplinary action if appropriate.
- We will monitor our equality actions through our usual reporting systems.
- We will publish information to show how we are meeting our equality duties.

Key Staffing Statistics for Harrogate High School – as of September 20

1 Overview of staffing numbers:

	Total Post Count	FTE
Teaching Staff	44	37.9FTE
Non-teaching Staff	36	29.3FTE
Total	80	

*These figures include 8 Exam Invigilators (0 FTE)

2 Genders:

	Male		Female	
	Nos	%	Nos	%
Teaching Staff	15	34%	29	66%
Non-teaching Staff	9	25%	27	75%
Total	24	30%	56	70%

*The Local Government Demographics Survey 2010 reported that the male/female split in Local Authorities was 25% male/75% female

3 Ethnicity:

	Majority (White/Irish/ White Other)	Minority (BAME)	Unknown	% Minority (BAME) of known
Teaching Staff	43	1		2%
Non-teaching Staff	35	1		3%
Total	80	2		2%

*According to the 2001 Census, 1.12% of the economically active population of North Yorkshire comes from a BAME background.



4 Disability:

	Disability	No Disability	Unknown	% Disability known
Teaching Staff		44		
Non-teaching Staff		36		
Total		80		

*These figures include those individuals who fall within the disability provision of the Equality Act 2010. An annual survey indicated that the percentage of employees within the Authority was 1.08% (March 2015). It is known that there is level of under-recording of disabled status and NYCC is constantly looking at ways to encourage employees to be more open about disability

5 Age:

The average age of the workforce is 47. The table below gives a breakdown of the workforce by age groups:

	Up to 30	31-40	41-50	51-60	61+
Teaching Staff	12	17	8	9	0
Non-teaching Staff	4	6	11	10	3
Total	16	23	19	19	3

6 Pregnancy and maternity:

	Nos taking maternity leave	% Returning to work
Teaching Staff	1	1
Non-teaching Staff		
Total	1	100%

Key Student Statistics for Harrogate High School – as of September 20

1 Student numbers:

	Year 7	Year 8	Year 9	Year 10	Year 11
Total	150	147	142	115	110

2 Student gender:

	Year 7		Year 8		Year 9		Year 10		Year 11	
	M	F	M	F	M	F	M	F	M	F
%	80	70	72	75	77	65	46	69	58	52
Total	53.3	46.6	48.9	45.7	40.0	60.0	52.7	47.2	50.0	49.9
	3	6	8	7	0	0	3	7	8	2



3 Pupil Premium:

	Year 7	Year 8	Year 9	Year 10	Year 11
%	32.21	37.42	28.17	35.65	23.64
Total	48	55	40	41	26

4 EAL:

	Year 7	Year 8	Year 9	Year 10	Year 11
%	6.04	3.40	8.45	4.35	7.27
Total	9	5	12	5	8

Languages spoken: 10. Albanian, Arabic, Bulgarian, Hungarian, Lithuanian, Polish, Portuguese, Romanian, Russian, Spanish.

5 SEND:

	Year 7	Year 8	Year 9	Year 10	Year 11
%	21.48	25.85	30.99	28.70	28.18
Total	32	38	44	33	31

*Figures stated within this document were accurate at time of publication on 14/9/2020.