



Single Equalities Policy

Overview

The public sector equality duty is an important lever in ensuring public bodies take account of equality when conducting their day-to-day work.

Schools must have due regard to the need to:

- Eliminate discrimination, harassment and victimisation and any other conduct that is prohibited by or under the Act
- Advance equality of opportunity between people who share a relevant protected characteristic and people who do not share it
- Foster good relations between people who share a relevant protected characteristic and those who do not share it

The protected characteristics are age, disability, gender, gender reassignment, pregnancy and maternity, race, religion or belief, sexual orientation, and marriage and civil partnership.

Objectives

- To ensure that all learners have equal access to a rich, broad, balanced and relevant curriculum
- To advance equality of opportunity by ensuring that teaching, learning and the curriculum promote equality, celebrate diversity and promote community cohesion by fostering good relations
- To eliminate any discrimination, harassment and victimisation. To ensure that no-one is unfairly or illegally disadvantaged as a consequence of their age, disability, gender, gender identity, sexual orientation, colour, race, ethnic or national origin, disability or religious beliefs
- To recognize and celebrate diversity within our community whilst promoting community cohesion
- To ensure the pupils and parents are fully involved in the provision made by the school
- To ensure that within the school budget, adequate funding is provided to underpin this policy and that intervention, positive and preventative action is funded where necessary
- To ensure this policy is applied to all we do

Good Practice

We strive to achieve a cohesive community and expect that children respect one another and their behaviour reflects this, and that their parents feel fully engaged in the school. We aim to enhance a wider sense of community locally, as well as in the context of the UK and World communities. We support the UN Convention on the rights of the child; rights of people with disabilities, and the Human

Rights Act 1998. Through our policies and actions we undertake to ensure every child and young person is healthy, safe, is able to enjoy and achieve their learning experience, and is able to contribute to the wider community. If a racist incident occurs we log this and report to the Local Authority. We monitor and log incidents that discriminate against children and young people or adults in our school with protected characteristics, e.g. homophobic bullying. We also monitor and log bullying incidents, including any that may be directed towards those with special educational needs.

Strategies

- Monitoring, evaluation and review carried out by the Leadership Team will ensure that procedures and practices within the school reflect the objectives of this policy
- Teachers will ensure that the teaching and learning takes account of this policy
- Professional development opportunities will be provided for staff to provide them with the knowledge, skills and understanding they need to meet the requirements of the policy
- Parents and governors will be involved and consulted about the provision being offered by the school
- Contributions will be sought from parents and others to enrich teaching, learning and the curriculum
- Diversity will be recognized as a positive, rich resource for teaching, learning and the curriculum
- The diversity within the school and the wider community will be viewed positively by all
- The positive achievements of all pupils will be celebrated and recognized

Outcomes

- This policy will play an important part in the educational development of individual pupils. It will ensure they are all treated as favourably as each other
- The school will make reasonable adjustments to promote equal opportunity and equal treatment of all members of the school community
- We are committed to meeting the individual needs of each child and will be fully compliant with the Single Equality Act 2010. School is required to publish specific and measurable equality objectives. Our equality objectives will be based on our analysis of data and evidence gathering. We will tackle disadvantages and improve equality outcomes and review progress against the targets

Equality Objective 2018 to 2019

Identify opportunities in the curriculum to celebrate diversity

Use collective worship as an opportunity to celebrate festivals of a range of cultures and countries

Close any gap in gender performance in reading throughout the school-see each year group targets

Accepted: September 2017

Reviewed: September 2018

Next review: September 2019