



## EQUALITY POLICY

This policy reflects the Single Equality Act 2010 which harmonises and replaces previous legislation including the Race Relations Act 1976, Disability Discrimination Act 1995, Gender Recognition Act 2004 and Sex Discrimination Act 1975.

The Single Equality Act combines the existing three duties into one new Equality Duty that covers all seven of the equality strands: age, disability, gender identity, race, religion or belief and sexual orientation. We will ensure that in all our work and throughout all aspects of the school community and its life, everyone will be treated equally.

### Objectives

- To ensure that all learners have equal access to a rich, broad, balanced and relevant curriculum.
- Ensuring that teaching, learning and the curriculum promote equality and celebrate diversity.
- 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 ensure that this policy is applied to all we do.
- To ensure that pupils and parents are fully involved in the provision made by the schools.

### Good Practice

- We strive to achieve a cohesive community and expect that children respect one another and behave with respect to one another, and that parents feel fully engaged in the school.
- We aim to enhance a wider sense of community locally.
- Through our policies and actions, we undertake to ensure that every child is healthy, safe, is able to enjoy and achieve in their learning experience, and is able to contribute to the wider community.
- We consider it prudent and sensible to maintain the practice of logging racist incidents and reporting them to the local authority. We monitor and log incidents that discriminate against children or adults in our school with protected characteristics.
- We also monitor and log bullying incidents.

### Strategies

- Monitoring and evaluation 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.
- Diversity will be recognised as a positive, rich resource for teaching, learning and the curriculum.
- Professional development opportunities will be provided for staff to ensure they have the knowledge, skills and understanding they need to meet the requirements of this policy.
- Contributions will be sought from parents and others to enrich teaching, learning and the curriculum.
- The positive achievements of all pupils will be celebrated and recognised.

### Outcomes

- This policy will play an important part in the educational development of individual pupils.
- It will ensure that all pupils are treated equally and as favourably as others.
- The school will make all 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 take full account of their age, disability, gender, gender-identity, race, religion or belief and sexual orientation in accordance with the requirements of The Single Equality Act 2010.

### **Equality Objective**

- The Equality Act 2010 requires schools to publish specific and measurable equality objectives. Our equality objectives are based on our analysis of data and other evidence.
- We will regularly review the progress we are making to meet our equality objectives.
- We will identify opportunities in the curriculum to look at other cultures/countries, study famous people from ethnic minorities and with a variety of abilities and to celebrate diversity. Use collective worship as an opportunity to celebrate festivals of a range of cultures and countries.

**October 2019**