



# EQUALITIES POLICY

## OVERVIEW

The Equality Act which came into place on 1<sup>st</sup> October 2010 brought together the duties that were previously set out in our Race, Disability and Gender policies into one single Equality Duty. This policy had been written to bring together those three policies.

The Equality Act combines the existing three duties into one new Equality Duty that covers all seven of the equality strands: age, disability, gender, gender-identity, race, religion or belief and sexual orientation.

Banks St Stephen's CE Primary School is at the heart of the local community. We are committed to developing an inclusive learning environment, which is happy, safe, caring, creative and inclusive. We are dedicated to pursuing excellence for all through a stimulating and well-resourced environment and enthusiastic, committed staff. We aim to raise self-esteem and the awareness of others, encouraging respect and celebrating all achievements. We aim to deliver an exciting and relevant curriculum for all ensuring that every child can access every part of that curriculum.

As a school we recognise our duty to establish equality for all students, staff, other members of the school community and service users regardless of their ethnicity, gender, disability, sexual orientation, age or beliefs, as defined within existing equalities legislation.

At Banks St Stephen's CE Primary School we will ensure that at every level, in all our work and throughout all aspects of the school community and its life, everyone will be treated equally.

## OBJECTIVES OF OUR EQUALITY POLICY

- To ensure that we are promoting equality of opportunity through vision, strategy and practice;
- To narrow the attainment gap.
- To ensure that all learners have equal access to a rich, broad, balanced and relevant curriculum and to take positive action to meet needs, even if this requires more favourable treatment;

- 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 promote positive attitudes;
- To promote fundamental British Values;
- To eliminate all forms of unlawful discrimination, harassment and victimisation, including bullying;
- To keep accurate records of bullying or harassment related to equalities and report as required to the Local Authority (LA);
- To increase participation in public life;
- 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 recognise and celebrate diversity within our community whilst promoting community cohesion;
- To ensure that all staff apply this policy to all we do;
- To ensure that learners and parents are fully involved in the provision made by the school and to increase transparency;
- To ensure that within the school budget, adequate funding is provided to underpin this policy and that intervention, positive action and preventative action is funded where needed.

## STRATEGIES

We will use the following strategies to ensure our objectives are achieved:

- Monitoring, evaluation and review carried out by the Senior Leadership Team will ensure that procedures and practices within the school reflect the objectives of this policy;
- Parents and governors will be involved and consulted regularly about the provision being offered by the school;
- Teachers will ensure that their planning, teaching and learning takes account of this policy and they will see that the equity duty underpins all their work;

- The diversity within our school and the wider community will be viewed positively by all and this diversity will be recognised as a positive, rich resource for teaching, learning and the curriculum;
- INSET opportunities will be provided for staff, to raise awareness of their Equality Duty and provide them with the knowledge, skills and understanding they need to meet the requirements of this policy;
- Active contributions will be sought of 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 the reasonable adjustments necessary to promote equality of opportunity and equal treatment of all members of the school community.

We are committed to meeting the individual needs of each child and we will take full account their age, disability, gender, gender-identity, race, religion or belief and sexual orientation in accordance with the requirements of The Equality Act 2010.

Written by

S M Kenny

March 2012

Reviewed: September 2018

Date of next review: September 2019