



# Goat Lees Primary School

## Equality Statement and Policy

|                             |                        |
|-----------------------------|------------------------|
| Draft Prepared              | 16/10/17               |
| Date Agreed                 |                        |
| Signed by Headteacher       | TA Adams               |
| Signed (Chair of Governors) | R Hawes                |
| Date Policy to be Reviewed  | 3 Years or as required |

# GOAT LEES PRIMARY SCHOOL

## SINGLE EQUALITY POLICY

### 1. EQUALITY DUTY STATEMENT

#### Introduction

Goat Lees Primary School has developed this Equality Policy to help us meet our Public Sector Equality Duty (“**Equality Duty**”) under the Equality Act 2010. The Equality Duty makes sure public bodies play their part in making society fairer by tackling discrimination and providing equality of opportunity for all.

This policy reflects the Single Equality Act 2010 which combines 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, gender-identity, race, religion or belief and sexual orientation. In this 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. This Single Equality Policy summarises the school’s approach in ensuring equality for all.

### 2. 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 promotes community cohesion.
- 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 (including traveller groups), disability or religious beliefs.
- To recognise and celebrate diversity within our community whilst promoting community cohesion.
- To ensure that this policy is applied to all we do.

### 3. GOOD PRACTICE

- We strive to achieve a cohesive community and expect that children respect one another and that their parents/carers 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 the World communities.
- We support the UN Convention on the Rights of the Child, the UN Convention on the Rights of People with Disabilities, and the Human Rights Act 1998. Through our policies and actions we undertake to ensure that every child and young person is healthy, safe, is able to enjoy and achieve in their learning experience, and is able to contribute to the wider community.
- We will maintain the practice of logging racist incidents and will report these to the Full Governing Body. We also monitor and log bullying incidents, particularly those directed towards those with special educational needs.
- We will encourage mutual respect and good relations between boys and girls, women and men.

### 4. 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.
- Parents and governors will be involved and consulted about the provision being offered by the school.
- Teachers will ensure that the teaching and learning takes account of this policy. They will strive to provide material that gives positive images based on race, gender and disability, sexual identity and challenges stereotypical images.
- All staff are expected to adhere to this policy; promote equality and inclusion in their classrooms, amongst colleagues and with visitors to the school; challenge any incidents of prejudice, racism or homophobia, and record any serious incidents, drawing them to the attention of the headteacher.
- The diversity within our school and the wider community will be viewed positively by all.
- Professional development opportunities will be provided for staff to provide them with 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.

## **5. OUTCOMES**

- This policy will play an important part in the educational development of individual pupils, ensuring 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

## **6. EQUAL OPPORTUNITIES FOR STAFF**

We are committed to the implementation of equal opportunities principles and the monitoring and active promotion of equality in all aspects of staffing and employment. All staff appointments and promotions are made on the basis of merit and ability and in compliance with the law.

### **Employer duties**

As an employer we need to ensure that we eliminate discrimination and harassment in our employment practice and actively promote equality across all groups within our workforce.

### **Actions to ensure this commitment is met include:**

- Monitoring recruitment and retention;
- Continued professional development opportunities for all staff;
- Senior Leadership Team support to ensure equality of opportunity for all.

## **7. POLICY REVIEW**

This policy will be reviewed every three years by the Governing Body, as part of its monitoring cycle.

