

## BURTON MANOR PRIMARY SCHOOL EQUALITY POLICY



**Approved:** Spring 2017

**Review:** Spring 2019

### OVERVIEW

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. This policy therefore supersedes all previous school policies on Disability, Ethnicity (ie Race) and Gender.

The Single Equality Act combines the existing three duties into one new Equality Duty that covers all nine of the equality strands: age, disability, gender, gender-identity, race, religion or belief and sexual orientation and pregnancy and maternity (referred to as protected characteristics) 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. We have '**due regard**' of the need to advance equality of opportunity by:

- Removing or minimising disadvantages
- Taking steps to meet different needs
- Encouraging participation when it is disproportionately low

This Single Equality Policy summarises the school's approach in ensuring equality for all.

### 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** between our pupils, and families
- To eliminate any **unlawful discrimination, harassment and victimisation**. To ensure that no-one is unfairly or illegally disadvantaged as a consequence of their protected characteristic.
- To recognize and celebrate diversity within our community whilst promoting community cohesion.
- To ensure that 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.

### 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 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 the World communities.

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 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 and young people or adults in our school with protected characteristics, e.g. racial/homophobic bullying.

## **ROLES & RESPONSIBILITIES**

### **Governing Body**

Work with the Head teacher and SENCO to monitor the implementation of the policy

### **Head teacher**

Keep records of incidents which breach the equality act and deal with these incidents quickly and firmly

### **SENCO/Class teachers**

Lead staff training and development in relation to equality and inclusion

Keep records of groups of children requiring additional support

Ensure all staff working within a classroom are aware of the individual needs of children

Report any breaches in the equality policy to the Head teacher or Senior Member of Staff

## **OUTCOMES**

The school will make all 'reasonable adjustments' to promote equal opportunity and equal treatment of all members of the school community. It will ensure that all pupils are treated equally and as favourably as others.

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.

Our equality objectives focus on those areas where we have agreed to take action to improve equality and tackle disadvantages. We will review annually the progress we are making to meet our equality objective as part of our School Development review and planning process. The equality objective will also be included in the school's accessibility plan.

### **Objective for 2016-17:**

MUTUAL RESPECT - To promote the 'British value' of mutual respect within the school community - with a focus on race, religion, age and disability.

-Whole School Art Project celebrating diversity

-Burton Manor 5 R's promoted in assemblies (Respect, resilience, responsibility, rights, reflection) each week

-School events, visits and visitors promoting and celebrating British values- music events, afternoon tea for parents, visitors from other faiths. Tracking by subject leader for SMSC development

-School ambassadors (from each year group) celebrated in assembly for demonstration of Burton Manor 5 R's

-Contribution to wider community events/fund-raising activities

-School Council exchange visit with Doxey Primary to share ideas and feedback to school in Assembly

-Development of Eco-Group-environmental/school grounds development

## **POLICY REVIEW**

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

