

**Weston Primary School**

**Single Equalities Policy *includes Equality Statement***

2021

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| Approved by Governing Body: | 16th March 2021 |
| Next review due: | March 2025 |

# **Equality Statement**

At Weston Primary School, we are committed to ensuring equality of opportunity for all pupils, staff, parents and carers irrespective of race, gender, disability, belief, sexual orientation, age or socio-economic background. We aim to develop a culture of inclusion and diversity in which all those connected to the school feel proud of their identity and ability to participate fully in school life.

We tackle discrimination through the positive promotion of equality, by challenging bullying and stereotypes and by creating an environment which champions respect for all.

At Weston Primary School, we believe that diversity is a strength which should be respected and celebrated by all those who learn, teach and visit us.

Equality in Teaching and learning

We provide all our pupils with the opportunity to succeed and to reach the highest level of personal achievement. We do this by:

* Ensuring equality of access for all pupils and preparing them for life in a diverse society
* Using materials that reflect the diversity of the school, population and local community without stereotyping
* Promoting attitudes and values that challenge any discriminatory behaviour or prejudice
* Providing opportunities for pupils to appreciate their own culture and celebrate the diversity of other cultures
* Seeking to involve all parents in supporting their child’s education
* Utilising teaching approaches appropriate for the whole school population which are inclusive and reflective of our pupils.

Equality in Admissions and Exclusions

Our admissions arrangements are fair and transparent and do not discriminate on the grounds of race, gender, religion, belief, disability and/or socio-economic background.

Equal Opportunities for Staff

All staff appointments and promotions are made on the basis of merit and ability and in compliance with the law.

This procedure is based on The National Archives Redaction Toolkit which provides a guide to editing exempt information from paper and electronic documents prior to release.

This procedure should work in conjunction with any team/departmental guidance. If there is any contradiction between the two, please consult the Information Governance Team for advice.

# **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 polices on Disability, Ethnicity and Gender.

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
* 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 summaries 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.

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 identify, 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 this policy is applied to all we do.

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.

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 consider it prudent and sensible to maintain the practice of logging any racist incidents and reporting them to the local authority. We monitor and log any incidents of bullying or those that discriminate against children and young people or adults in our school and these are reported to our Governing Body.

# **Strategies**

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 about the provision being offered by the school.

Teachers will ensure that the teaching and learning takes account of this policy.

The diversity within our school and the wider community will be viewed positively by all.

Diversity will be recognised as a positive, rich resource for teaching, learning and the curriculum.

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.

# **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 favourable 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.

Our equality objectives focus on those areas where we have agreed to take action to improve equality and tackle disadvantages.

We will regularly review the progress we are making to meet our equality objectives.

# **Equality Objective 2021-2025**

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. Use events like the World Cup, Olympics, Remembrance Day and Interfaith week as an opportunity to explore other cultures.