

Castle Hill St Philip's CE Primary



Equality Policy

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Equality Policy – Equality Information and Objectives Statement

In accordance with The Equality Act 2010, this Equality Policy summarises Castle Hill St Philip's CE Primary School's approach in ensuring equality for all and details the school's Equality Objectives as agreed with the Governing Body.

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 (i.e. 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 or protected characteristics:

- Age;
- Disability;
- Gender reassignment;
- Marriage and civil partnership;
- Pregnancy and maternity;
- Race;
- Religion or belief;
- Sex;
- Sexual orientation.

Our General Duties

The Governing Body of Castle Hill St Philip's CE Primary School is committed to promoting equality and diversity and eliminating discrimination, harassment, victimisation and any other conduct that is prohibited under the Equality Act 2010. We will do this by:

- Ensuring that at every level, in all our work and throughout all aspects of the school community and its life, everyone will be treated equally;
- Recognising and appreciating individual needs and differences and therefore the school will be a place where children and staff will thrive – physically, mentally, socially and spiritually;
- Ensuring that all learners have equal access to a rich, broad, balanced and relevant curriculum;
- Advancing equality of opportunity by ensuring that teaching, learning and the curriculum promote equality, celebrate diversity and promote community cohesion by fostering good relations;
- Celebrating and recognising the positive achievements of all pupils;
- Eliminating any discrimination, harassment and victimisation;
- Ensuring 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;
- Recognising and celebrating diversity within our community whilst promoting community cohesion;
- Ensuring that this policy is applied to all we do;
- Ensuring that pupils and parents are fully involved in the provision made by the school;
- Ensuring that within the school budget, adequate funding is provided to underpin this policy and that intervention, positive and preventative action is funded where necessary;

- Maintaining the practice of logging racist incidents or incidents of alleged bullying and monitor the frequency and type of incidents recorded;
- Providing professional development opportunities for staff to provide them with the knowledge, skills and understanding they need to meet the requirements of this policy;
- Making all reasonable adjustments to promote equal opportunity and equal treatment of all members of the school community;
- Meeting the individual needs of each child and by taking 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 focus on areas where we have agreed to take action to improve equality and tackle disadvantage;

Equality Objective	How
<p>Equality Objective 1: Identify opportunities in the curriculum to look at other cultures/countries, study famous people from ethnic minorities and to celebrate diversity.</p>	<ul style="list-style-type: none"> • Continue to study different world faiths eg annual Faith Week. • Celebrate festivals that reflect cultural diversity. • Study inspirational people from different groups in worship.
<p>Equality Objective 2: To ensure that children from all groups make progress at least in line with their peers in order to meet or exceed national expectations in English and Mathematics.</p>	<ul style="list-style-type: none"> • Detailed analysis of progress and attainment data for key groups of children eg pupil premium, SEND, boys/girls. • Pupil progress meetings to identify children not making expected progress and to plan suitable interventions.

Review

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

Responsibilities

The Governing Body will:

- Be aware of their legal responsibilities, and discharge their duties, in respect of equal opportunities according to the Governors Guide to the Law, legislation and School Policies relevant to education and employment e.g. Sex Discrimination Act, Race Relations Act, Special needs and Disability Act;
- Ensure that people with disabilities are not discriminated against when applying for jobs at the school.

The Headteacher will:

- Ensure that all staff are aware of the school policy on equal opportunities, and that teachers apply these guidelines fairly in all situations;
- Ensure that all appointment panels give due regard to this policy, so that no-one is discriminated against when it comes to employment or training opportunities;
- Promote respect for other people in all aspects of school life;

- Ensure that all staff are aware of their responsibility to record discriminatory and prejudiced related incidents according to the appropriate school policies and procedures.
- Monitor records kept and provide summary reports to the governing body.

All staff will:

- Ensure that all pupils are treated fairly, equally and with respect;
- Design and deliver an inclusive curriculum;
- Strive to provide materials and resources that contain positive images of ethnic minorities and that challenges stereotypical images of minority groups;
- Record and report prejudice related incidents;
- Ensure that disciplinary action is taken against staff or pupils who discriminate.

Children will:

- Show respect for fellow pupils, staff and all other members of the school community;
- Report concerns about equal opportunities, particularly incidents of physical or verbal abuse either to themselves or others, to a member of staff immediately.

Review

This policy will be reviewed every four years by the Governing Body, as part of its monitoring cycle. Next review due Autumn 2020.