

# Winmarleigh Church of England Primary School



## Winmarleigh Church of England Primary School Equality Policy

Reviewed: May 2021

To be reviewed: May 2022

### Single Equality Act Statement

The Equality Act 2010 replaced nine major Acts of Parliament and almost a hundred sets of regulations which had been introduced over several decades. It provides a single, consolidated source of discrimination law, covering all the types of discrimination that are unlawful. It simplifies the law by getting rid of anomalies and inconsistencies that had developed over time, and it extends protection against discrimination in certain areas.

### The seven Equality Strands that apply to schools are:

- age
- disability
- gender
- gender-identity
- race
- religion or belief
- sexual orientation.

In Winmarleigh School we will ensure that at every level, in all our work and throughout all aspects of the school community and its life, all will be treated equally.

### 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 curriculum promote equality, celebrate diversity and promote community cohesion by fostering good relations.
- To eliminate any discrimination, harassment and victimization. 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 those with management responsibility and individual members of staff accept responsibility for applying 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**

- Monitoring, evaluation and review 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 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 for 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 equal 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 Single Equality Act 2010.

The Single Equality Act Statement will be reviewed every two years by the Standards and Effectiveness Committee