



Policy title: Equality

Date created: October 2019

Date ratified:

Next Review Date: October 2023

Signed:

1. Introduction

1.1. Definition

This policy reflects the 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.

1.2. Rationale

The Equality Act combines the existing three duties into one 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 Equality Policy summarises the school's approach in ensuring equality for all.

2. Leadership and management

2.1. Roles and responsibilities

Inclusion at Great Wilbraham C of E Primary School is about providing equality and excellence for all in order to promote and expect the highest possible standards of achievement. It also ensures that we recognise and celebrate the differences that exist amongst us, that we treat all people fairly and that we strive to eliminate discrimination wherever it exists. This is a whole-school policy as we believe that equality applies to all members of the school community including pupils, staff, governors, parents / carers and visitors. This has been agreed through a range of different methods including home-school agreement, terms of reference, policies and staff handbook. Our approach is based on the following core values:

- ✓ To provide a stimulating, caring atmosphere in which each child is a valued part of the school and there are equal opportunities for all
- ✓ To offer a rich, broad and balanced creative curriculum that promotes equality and celebrates diversity
- ✓ To encourage each child to be confident in all areas of the curriculum
- ✓ To help children to show high standards of behaviour, to be self-disciplined and to have clear understanding of moral, cultural and religious values
- ✓ To help children to value and respect themselves, and to respect the feelings and views of others
- ✓ To recognize and celebrate diversity within our community whilst promoting community cohesion by fostering good relations
- ✓ To promote spiritual, moral, social and cultural development through all appropriate curricular and extra-curricular opportunities
- ✓ To eradicate discrimination or prejudice related bullying in relation to the protected characteristics listed in the Equality Act 2010
- ✓ To tackle prejudice and promote understanding in relation to people with disabilities

2.2. Continuing professional development

Staff needs in CPD in relation to equality may come through performance management, recognition of a whole school need or through the needs of individual pupils. 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.

2.3. Reviewing and monitoring

This policy will be renewed every four years in accordance with updates on equality and diversity arrangements.





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3. Teaching, learning and assessment

3.1. Teaching and learning

- 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. Parents and governors will be involved and consulted about the provision being offered by the school. Contributions will be sought from parents and others to enrich teaching, learning and the curriculum.
- 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.
- Teachers will ensure that the teaching and learning takes account of this policy.
- The positive achievements of all pupils will be celebrated and recognised.

3.2. Assessment

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.

We consider it prudent and sensible to maintain the practice of logging racist incidents and reporting them to the local authority through the PRIDE website. We monitor and log incidents that discriminate against children and young people or adults in our school with protected characteristics, eg homophobic bullying. We also monitor and log bullying incidents, particularly those directed towards those with special educational needs.

4. Personal development, behaviour and welfare

4.1. Social, Moral, Spiritual and Cultural (SMSC)

Children will:

- Foster an understanding of their own inner lives and non-material wellbeing
- Make responsible moral decisions and act on them
- Make an active contribution to the democratic process in each of their communities
- Understand, appreciate and contribute to culture

5. Outcomes for pupils

5.1. Inclusion and equal opportunities

Our whole school philosophy totally encompasses the equality of access and opportunity. Curriculum planning, teaching and learning and the behaviour strategies take into account pupil's age, aptitude, gender, ethnicity and special educational needs. The learning environment enables every pupil to fulfil their potential. The contribution all pupils make is acknowledged and valued. Pupils with emotional and/or physical needs who need individualised programmes with personal achievable targets and rewards are catered for and fully supported.

5.2. Christian ethos and British values

As a Church of England school we follow the Values for life programme and embed these beliefs into our classrooms. British values are celebrated throughout the school.

5.3. Community links

The diversity within our school and the wider community will be viewed positively by all and will be recognised as a positive, rich resource for teaching, learning and the curriculum.





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5.4. Progress from EYFS to Y6

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

Equality objectives 2019 – 2023

- 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 World Cup, Olympics, WW1 centenary as an opportunity to explore other cultures.

6. **Links to other policies**

- 6.1. Equality of staff
- 6.2. Curriculum
- 6.3. SMSC

