

EQUALITIES POLICY (EQUALITY OBJECTIVE)



**Barcombe Hamsey Plumpton
Skylark Federation**

**Reviewed and approved by FGB: 20/9/18
Next review: September 2019**

SignedChair of Governors Date

Signed Executive Headteacher Date

Hamsey Primary School

Equalities Policy

Overview

This policy reflects the Single Equality Act 2010 which harmonises and replaces previous legislation including the Race Relations Act 1976, the Disability Discrimination Act 2004, the Gender Recognition Act 2004 and the Sex Discrimination Act 1975.

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 our 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.

Objectives

At Hamsey Primary School we aim:

- 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. Our aim is 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 recognize and celebrate diversity within our community whilst promoting community cohesion;
- To ensure that this policy is applied to all that we do;
- To ensure that pupils and parents are fully involved in the provision made by the school;
- To ensure that within the school's 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. We want their parents to 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, able to enjoy and achieve in their learning experience, and 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. We monitor and log bullying incidents. We monitor bullying incidents directed towards children with SEN.

Strategies

Monitoring, evaluation and review carried out by the SLT will ensure that procedures and practices within the school reflect the objectives of this policy.

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

Governors will be involved and consulted about the provision being offered by the school.

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 enable them to develop the skills, knowledge and understanding they need in order 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 favourably as others.

The school will make 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 our 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, regularly, the progress we are making to meet our equality objectives.

Equality Objective 2018-2021

Identify opportunities in the curriculum to look at other cultures/countries, study famous people from ethnic minorities and with a variety of abilities in order to celebrate diversity. Use collective worship as an opportunity to celebrate the festivals of a range of cultures and countries. Use events like the World Cup, Olympics, World War One centenary to explore other countries and cultures.

Policy Review

This policy will be reviewed every four years by our Governing Body as part of its monitoring cycle. Next review date-September 2022.