



St Peter's Eaton Sq. C of E Primary

Equality policy

St Peter's School is a place where every person has the right to be themselves and to be included in a safe and happy environment.

Together, we will realise the potential God has given us

Approved by:	Achievement, community and standards governing committee	Date: September 2016
Last reviewed on:	Nov 2019	
Next review due by:	Nov 2022	

1. AIMS

St Peter's of Eaton Square CE aims to meet its obligations under the public sector equality duty by having due regard to the need to:

Eliminate discrimination and other conduct that is prohibited by the Equality Act 2010, which defines nine 'Protected Characteristics'

1. Age
2. Disability
3. Gender Reassignment
4. Pregnancy & Maternity
5. Race
6. Religion & Belief
7. Marriage & Civil Partnership
8. Gender & Sex
9. Sexual Orientation

Advance equality of opportunity between people who share a protected characteristic and people who do not share it.

Foster good relations across all characteristics – between people who share a protected characteristic and people who do not share

- 1.1 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 (ie Race) and Gender.
- 1.2 The Single Equality Act combines the existing three duties into one new Equality Duty that covers all nine of the equality strands. 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 Single Equality Policy summarises the school's approach in ensuring equality for all.

2. OBJECTIVES

- 2.1 To ensure that all learners have equal access to a rich, broad, balanced and relevant curriculum.
- 2.2 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.
- 2.3 To eliminate any discrimination, harassment and victimisation.
- 2.4 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.
- 2.5 To recognize and celebrate diversity within our community.
- 2.6 To ensure that pupils and parents are fully involved in the provision made by the school.
- 2.7 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.

3. GOOD PRACTICE

- 3.1 We strive to achieve a cohesive community and expect that children and staff respect one another and behave with respect to one another, and that parents feel fully engaged in the school.

- 3.2 We aim to enhance a wider sense of community locally, as well as in the context of the UK and the World communities.
- 3.3 Through our policies and actions we undertake to ensure that every child is healthy, safe, is able to enjoy and achieve in their learning experience, and is able to contribute to the wider community.
- 3.4 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, eg homophobic bullying. We also monitor and log bullying incidents, particularly those directed towards those with special educational needs.

4. STRATEGIES

- 4.1 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.
- 4.2 Parents and governors will be involved and consulted about the provision being offered by the school.
- 4.3 Teachers will ensure that the teaching and learning takes account of this policy.

- 4.4 The diversity within our school and the wider community will be viewed positively by all.
- 4.5 Diversity will be recognised as a positive, rich resource for teaching, learning and the curriculum.
- 4.6 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.
- 4.7 Contributions will be sought from our wider school community and others to enrich teaching, learning and the curriculum.
- 4.8 Positive achievements of all pupils will be praised and celebrated.

5. OUTCOMES

- 5.1 This policy will play an important part in the educational development of individual pupils.
- 5.2 It will ensure that all pupils are treated equally and as favourably as others.
- 5.3 The school will make all reasonable adjustments to promote equal opportunity and equal treatment of all members of the school community.
- 5.4 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

6. EQUALITY OBJECTIVE

- 6.1 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.
- 6.2 Our equality objectives focus on those areas where we have agreed to take action to improve equality and tackle disadvantages.
- 6.3 We will regularly review the progress we are making to meet our equality objectives.

Equality objectives

1. Continue to monitor the appropriateness and effectiveness of all interventions, to support the progress of pupils.
2. To identify opportunities in the curriculum to look at other cultures/countries, study famous people from ethnic minorities and to celebrate diversity.
3. To ensure there is an inclusive approach to ensuring all pupils are given the opportunity to make a positive contribution to the life of the school e.g. through involvement in class assemblies, school church services, school council, representing the school etc.

7. POLICY REVIEW

- 7.1 This policy will be reviewed every three years by the Governing Body, as part of its monitoring cycle.