

Hunts Cross Primary School



Single Equality Policy 2022-23

Overview

The Single Equality Act which came into place 1st October 2010 brought together the duties that are already set out in our Race, Disability and Gender policies into one single Equality Duty. This policy is written to bring together and harmonise those three policies. The Single Equality Act combines the existing three duties into one new Equality Duty that covers all 9 of the equality strands: age, marriage or civil partnership, gender, disability, race, religion or belief, gender re-assignment and sexual orientation and pregnancy or maternity. 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, we all will be treated equally.

Intention

1. To ensure that all learners have equal access to a rich, broad, balanced and relevant curriculum that reflects the diversity of the world around us.
2. To advance equality of opportunity by ensuring that teaching, learning and our curriculum promotes equality, celebrates diversity and promotes community cohesion by fostering good relations between people with protected characteristics and those not with protected characteristics.
3. To eliminate any discrimination, harassment and victimisation. To ensure that no-one is unfairly or illegally disadvantaged or harassed as a consequence of their age, disability, gender, gender-identity, sexual orientation, skin colour, race, ethnic or national origin, disability or religious beliefs.
4. To actively recognize and celebrate diversity within our community whilst promoting community cohesion.
5. To ensure those with management responsibility and individual members of staff accept responsibility for planning, teaching, learning and curriculum and apply this policy to all we do. This includes, but is not limited to, ensuring visible diversity in teaching resources and materials and those available displayed around school and digitally.
6. To ensure that learners and parents and governors are fully involved in the provision made by the school and to increase transparency.

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7. 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.

Implementation

Roles and responsibilities

The governing board will:

- Be responsible for ensuring the school complies with the appropriate equality legislation and regulations.
- Take all reasonable steps to ensure pupils and potential pupils will not be discriminated against, harassed or victimised in relation to:
 - Admissions. - The way the school provides and education for pupils.
 - How pupils are provided with access to benefits, facilities and services.
 - The exclusion of a pupil or subjecting them to any other detriment.
- Ensure all policies are developed and implemented with appropriate equality impact assessments informing future plans in collaboration with the headteacher.

The headteacher will:

- Implement and champion this policy, ensuring that all staff and pupils apply its guidelines fairly in all situations.
- Conduct regular training sessions to ensure all members of staff are aware of their responsibilities, as well as to develop their skills and knowledge.
- Review and amend this policy, considering new legislation and government guidance, and previously reported incidents, in order to improve procedures.

Staff will:

- Be alert to the possible harassment of pupils, both inside and outside of the school, and to deal with incidents of harassment and/or discrimination as the highest priority.
- Carry out their statutory duties relating to equal opportunities and inclusivity, and pertaining to their specific roles.

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- Have due regard to the sensitivities of all pupils, and not provide material that may cause offence.
 - Act as a role model for equality, diversity and inclusion across the whole school community.
1. 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. This may happen formally or informally.
 2. Parents and Governors will be involved and consulted about the provision being offered by the school. Pupil voice will also provide a regular input into planning, teaching and learning.
 3. Teachers will ensure that their planning, teaching and learning takes account of this policy and they will see that the equality duty underpins all their work. Opportunities to be proactive in terms of celebrating the achievements of people from traditionally less represented communities will be sought out.
 4. 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.
 5. Training opportunities will be provided for all staff (teaching and non-teaching) to raise awareness of their Equality Duty and provide them with the knowledge, skills and understanding they need to meet the requirements of this policy. A staff representative will act as a lead to liaise with external approved providers and will seek opportunities to enhance staff training and access to resources.
 6. Active contributions will be sought of parents and other stakeholders to enrich teaching, learning and the curriculum.
 7. The positive achievements of all pupils will be celebrated and recognised. This will be done actively and explicitly at various points throughout the year as well as responding to opportunities as they may arise.

Impact.

1. This policy will play an important part in the educational development of individual pupils. It will ensure that all people in our school community are treated equally, fairly and as favourably as others. The school will make all the reasonable adjustments

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necessary to promote equal opportunity and equal treatment of all members of the school community, including, but not limited to, review of other policies. We are committed to meeting individual needs of all people and we will take full account their gender, disability, race, religion or belief, gender identity or re- assignment and sexual orientation and pregnancy or maternity in accordance with the requirements of the Single Equality Act 2010.

Review date: July 2023