

Approved by the Governing Body on: 19 Sep 17

Review Date: Autumn 2021

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ONGAR PLACE PRIMARY SCHOOL

Equalities Policy and Objectives

Ongar Place Primary School is committed to safeguarding and promoting the welfare of children. The recruitment and appointment of staff, school policies and procedures always consider the safeguarding of children as the first priority.

1. OVERVIEW

1.1 This policy reflects the Single Equality Act 2010

1.2 The Single Equality Act combines the existing three duties into one new Equality Duty that covers all nine of the equality strands: sex, age, disability, gender identity, race, religion or belief, sexual orientation, pregnancy and marital status. 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 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. To ensure that no-one is unfairly or illegally disadvantaged as a consequence of their sex, age, disability, gender identity, race, religion or belief, sexual orientation, pregnancy and marital status.

2.4 To recognise and celebrate diversity within our community whilst promoting community cohesion.

2.5 To ensure that this policy is applied to all we do

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 respect one another and behave with respect to one another, and that their 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.

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.

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 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 parents and others to enrich teaching, learning and the curriculum.

4.8 The positive achievements of all pupils will be celebrated and recognised.

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 objective 2021 – 2025

To promote inclusion and well-being throughout the school community through the recognition of individual identity and requirements and adapting to accommodate need.

To continue to 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.

To use collective worship as an opportunity to celebrate festivals of a range of cultures and countries. Use events like World Cup, Olympics, Eurovision as an opportunity to explore other cultures.

To continue to monitor progress of groups of pupils in school in well-being and academic progress and parental engagement and put in place plans to overcome any barriers and react to data

7. POLICY REVIEW

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

Website Statement

Ongar Place Primary School is committed to fulfilling our equality duty for our staff, parents and pupils.

The Equalities Act 2010 explains that there are 7 protected characteristics. It is unlawful for a school to discriminate against a member of the school or prospective member of the school because of their:

- sex,
- age,
- disability,
- gender identity,
- race,
- religion or belief,
- sexual orientation,
- pregnancy and
- marital status.

At Ongar Place Primary School we aim to:

- eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Equalities Act 2010;
- promote equality of opportunity between children and adults who share a relevant protected characteristic and who do not share it;
- foster good relations and understanding between children and adults who share a relevant protected characteristic and who do not share it.

We will do this by striving to:

- remove or minimise disadvantages suffered by children and adults who share a relevant protected characteristic that are connected to that characteristic;
- take steps to meet the needs of children and adults who share a relevant protected characteristic that are different from the needs of those who do not share it;
- encourage children and adults who share a relevant protected characteristic to participate fully in all activities.
- make reasonable adjustments for disabled people where something the school does places a disabled pupil or adult at a disadvantage compared to other pupils or adults then the school will take reasonable steps to try and avoid that disadvantage.

We promote good relationships between children and adults who share a relevant protected characteristic and those who do not share it through our curriculum, behaviour management, values and ethos.

We are committed to tackling prejudice, and promoting understanding.

Compliance with the duties in this section may involve treating some children and adults differently than others; but that does not allow any treatment that would otherwise be prohibited by or under this the Equalities Act 2010.