



# Single Equality Policy

Act justly, Love mercy, Walk humbly

## Queniborough C E Primary School

|                             | Date   | Signed |
|-----------------------------|--------|--------|
| This Policy was reviewed on | May 24 |        |
| To be reviewed (annually)   | May 25 |        |
|                             |        |        |

## **Vision Statement:**

*With **JESUS** at our side, we **ACT** with a sense of right and wrong*

*We show **LOVE** by being kind to everyone.*

*We **WALK** through each day with modesty in all we do*

### **OVERVIEW**

The Single Equality Act, which came into place on 1 Oct 2010, brought together the duties that were already set out in our Race, Disability and Gender policies, into one single Equality Duty. The Single Equality Act combines the existing three duties into one new Equality Duty that covers all nine of the equality strands:

1. Age
2. Disability
3. Gender reassignment
4. Marriage and civil partnership
5. Pregnancy and maternity
6. Race
7. Religion or belief
8. Sex
9. 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 Single Equality Policy summarises the school's approach in ensuring equality for all.

### **OBJECTIVES**

1. To ensure that all learners have equal access to a rich, broad, balanced and relevant curriculum.
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.
3. To eliminate any discrimination, harassment and victimisation. To ensure that no-one is unfairly or illegally disadvantaged as a consequence of their age, disability, gender reassignment, marriage or civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation.
4. To recognise and celebrate diversity within our community whilst promoting community cohesion.
5. To ensure that this policy is applied to all we do.

6. To ensure that pupils and parents are fully involved in the provision made by the school.
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.

## **STRATEGIES**

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.
2. Parents and governors will be involved and consulted about the provision being offered by the school.
3. Teachers will ensure that the teaching and learning takes account of this policy.
4. The diversity within our school and the wider community will be viewed positively by all
5. Diversity will be recognised as a positive, rich resource for teaching, learning and the curriculum.
6. There is a designated member of staff and a link governor for Equality who will meet at least once annually to discuss any Equality issues and how these are being addressed.
7. INSET opportunities will be provided for staff to provide them with the knowledge, skills and understanding they need to meet the requirements of this policy.
8. Contributions will be sought from parents and others to enrich teaching, learning and the curriculum.
9. 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 are. The school will make all 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 every child and will, in accordance with the requirements of The Single Equality Act 2010, take full account of; age, disability, gender reassignment, marriage or civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation.

## **Review**

This policy will be reviewed annually and, along with the 'Public Sector Equality Information and Objectives' document and the schools 'Equality Statement', will be published on the school's website. The main findings will be reported to the full governing body.