

CAVENDISH COMMUNITY PRIMARY SCHOOL SINGLE EQUALITY POLICY

OVERVIEW

The Single Equality Act which came into place on Oct 1st 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 seven of the equality strands: age, disability, gender, gender-identity, race, religion or belief and 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.

OBJECTIVES

1. To ensure that all learners have equal access to a rich, broad, balanced and relevant curriculum that meets their needs and enables them to fulfil their individual potential.
2. To advance equality of opportunity by ensuring that teaching, learning and curriculum promote equality, celebrate diversity and promote community cohesion by fostering good relations.
3. To eliminate any discrimination, harassment and victimization and 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.
4. To recognize and celebrate the full range of diversity within our community whilst promoting community cohesion.
5. To ensure that all colleagues fulfil their responsibility to apply this policy to all that they do.
6. To ensure that learners and parents are fully involved in the full range of provision made by the school and to increase transparency.
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.

STRATEGIES

1. All monitoring, evaluation and review work carried out 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 planning, teaching and learning takes account of this policy and they will see that the equity duty underpins all their work.
4. The diversity within our school and the wider community will be viewed positively by all and this diversity will be recognized as a positive, rich resource for teaching, learning, the curriculum and personal/social development.
5. INSET opportunities will be provided for staff, 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.
6. Active contributions will be sought of parents and others to enrich teaching, learning and the curriculum.
7. The school will try to ensure fair and diverse representation at all levels of staffing and management structures eg governing body.
8. The positive achievements of all pupils will be celebrated and recognized.

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 all the reasonable adjustments necessary 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 we will take full account their age, disability, gender, gender-identity, race, religion or belief and sexual orientation in accordance with the requirements of The Single Equality Act 2010

Revised and adopted by the Governing Body