

# Sherwood Primary School

## Equality Policy



February 2022

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## Equality Policy

At Sherwood Primary School we are committed to ensuring equality of education and opportunity for all pupils, staff, parents, carers, governors and all visitors to our school. We aim to develop a culture of inclusion and diversity in which all those connected to the school feel proud of their identity and able to participate fully in school life. We are committed to challenging bullying and stereotypes and creating an environment which champions respect for all. At Sherwood Primary School, we believe that diversity is a strength, which should be respected and celebrated by all those who learn, teach and visit here.

### 1. Overview

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, Race and Gender.

1.2 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. 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 age, disability, gender, gender identity, sexual orientation, colour, race, ethnic or national origin, disability or religious beliefs.

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.

3.3 We support the UN Convention on the Rights of the Child, the UN Convention on the Rights of People with Disabilities, and the Human Rights Act 1998. 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 bullying incidents. We also monitor and log incidents that discriminate against children and young people or adults in our school with protected characteristics.

### 4. Roles and Responsibilities

We believe that promoting Equality is the responsibility of our whole school community.

<b>Role</b>	<b>Responsibilities</b>
Our Governing Body	To ensure that the school complies with legislation, agreed policy and procedures. Ensure arrangements are in place to deal with any concerns that arise. Reviews and approve the School Equality policy and work with school leaders to agree a set of equality objectives to support further development. Monitor and evaluate the School's work to address Equality Objectives.
Our Head Teacher	Involve and engage the whole school community in identifying and understanding equality barriers and set objectives to address these alongside the Governing Body. Promote key messages to staff, parents and pupils about equality and what is expected of them and can be expected from the school in carrying out its day to day duties. Ensure that staff have appropriate skills to deliver equality, including pupil awareness.

	Ensure that all staff are aware of their responsibility to record and report prejudice related incidents.
Our Senior Leaders	To support the Head Teacher as above. Ensure fair treatment and access to services and opportunities. Ensure that all staff are aware of their responsibility to record and report prejudice related incidents.
Our Teachers	Help in delivering the right outcomes for pupils. Uphold the commitment made to pupils and parents/carers on how they can be expected to be treated. Design and deliver an inclusive curriculum. Record and report prejudice related incidents.
Our Support staff	Support the school and the governing body in delivering a fair and equitable service to all stakeholders. Uphold the commitment made by the Head Teacher on how pupils and parents/carers can be expected to be treated. Support colleagues within the school community. Record and report prejudice related incidents
Our Parents	Take an active part in identifying barriers for the school community and in informing the governing body of actions that can be taken to eradicate these. Take an active role in supporting and challenging the school in tackling inequality and achieving equality of opportunity for all.
Our Pupils	Uphold the commitment made by the head teacher on how pupils and parents/carers, staff and the wider school community can be expected to be treated.
Our Community	Take an active part in identifying barriers for the school community and in informing the governing body of actions that can be taken to eradicate these. Take an active role in supporting and challenging the school to achieve the commitment made to the school community in tackling inequality and achieving equality of opportunity for all.

## 5. Strategies

5.1 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.

5.2 Parents and governors will be involved and consulted about the provision being offered by the school.

5.3 Teachers will ensure that the teaching and learning takes account of this policy.

5.4 The diversity within our school and the wider community will be viewed positively by all.

5.5 Diversity will be recognised as a positive, rich resource for teaching, learning and the curriculum.

5.6 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.

5.7 Contributions will be sought from parents and others to enrich teaching, learning and the curriculum.

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

## 6. Outcomes

6.1 This policy will play an important part in the educational development of individual pupils.

6.2 It will ensure that all pupils are treated equally and as favourably as others

6.3 The school will make all reasonable adjustments to promote equal opportunity and equal treatment of all members of the school community.

6.4 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

## 7. Policy Approval and Review

Approval date: February 2022

Review date: February 2026

Signed (Headteacher):

Signed (On behalf of the Governing Body):