

LANGFORD BUDVILLE C of E PRIMARY SCHOOL

Single Equality Statement

Review date	Next Review
November 2018	September 2022

Overview

This policy reflects the Single Equality Act 2010 which harmonises and replaces previous legislation including the Race Relations Act 1976, Disability Discrimination Act 1995, the Equal Pay act 1970, Gender Recognition Act 2004 and Sex discrimination Act 1975. This policy therefore supersedes all previous school policies on Disability, Ethnicity and gender.

The Single Equality Act 2010 combines the existing duties into one new Equality Duty that covers all seven of the equality strands: age, disability, gender, gender-identity, race, religion or belief or sexual orientation. Equality of opportunity is a fundamental aspect of the ethos at Langford Budville School. It is the responsibility of the Governors, Head teacher and all personnel involved in the school to provide leadership in the development and implementation of effective policies to promote equality of opportunity.

Objectives

- To ensure that all learners have equal access to a rich, broad, balanced and relevant curriculum.
- 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.
- 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 or religious beliefs.
- To recognise and celebrate diversity within our community whilst promoting community cohesion.
- To ensure that this policy is applied to all we do.
- To ensure that pupils and parents are fully involved in the provision made by the school.
- To ensure that within the school budget, adequate funding is provided to underpin this policy and that intervention, positive and preventative is funded where necessary.

Staff

Langford Budville School values diversity amongst the staff. In all staff appointments the most suitable candidate will be appointed on professional criteria, with recruitment carried out ensuring safeguarding children and safer recruitment in education procedures are adhered to, and in a manner consistent with the requirements of the Equality act 2010.

Good Practice

At Langford Budville School:

- We strive to achieve a cohesive community and expect children to behave with respect towards each other. We also strive to ensure that parents are fully engaged in their children's learning.
- We aim to enhance a wider sense of community locally, as well as in the context of the UK and the World communities.
- 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.
- We log all racist incidents and these are reported to the Governing Body termly in the Head teacher's report. We monitor and log incidents against children and 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.

Strategies

- 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.
- Parents and Governors will be involved and consulted about the provision being offered by the school.
- Teachers will ensure that the teaching and learning takes account of this policy
- The diversity within our school and the wider community will be viewed positively by all
- Diversity will be recognised as a positive, rich resource for teaching, learning and the curriculum
- 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
- Contributions will be sought from parents and others to enrich teaching, learning and the curriculum
- 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
- The school will make all reasonable adjustments to promote equal opportunity and equal treatment of all members of the school community
- The school is 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

Equality Objective

The Equality act 2010 requires schools to publish specific and measureable equality objectives. Our equality objectives are based on our analysis of data and other evidence. They focus on those areas where we have agreed to take action to improve equality and tackle disadvantages. We will regularly review the progress we are making to meet our equality objectives.

Equality Objectives 2017 – 2021

- To increase the extent to which all pupils including those with protected characteristics as defined by the Equality act 2010 feel valued and confident and as a consequence are more likely to achieve their potential
- To reduce prejudice and increase understanding of equality through direct teaching across the curriculum
- To promote spiritual, moral, social and cultural development through all appropriate curricular opportunities with particular reference to issues of equality and diversity

Policy Review

This policy will be reviewed every four years by the governing Body, as part of its monitoring cycle. The next review will be due in September 2022.