



Clifford Primary School

Whole School Single Equality Policy

At Clifford Primary School it is our intent to nurture and develop the whole child.

Our aims at Clifford Primary School are:

- To deliver a high quality education in a welcoming, friendly and supportive environment
- To have consistently high expectations which encourage each child to achieve their maximum potential, regardless of faith, gender, race or ethnicity,
- To provide a stimulating and caring environment where self-discipline, respect for others and good manners are valued and encouraged,
- To continually foster positive links with parents, governors, children and staff, enabling the school to play a positive role in the wider community in which it is placed,
- To create an ethos where achievement, in its widest sense of the word is celebrated, where individuals are valued and a life-long love of learning is fostered.

This policy applies to all governors, staff, pupils, parents/carers and visitors to the school, including all contractors.

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 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.

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, gender-identity, sexual orientation, colour, race, ethnic or national origin, disability or religious beliefs.
4. To recognize 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 Headteacher 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. 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.
7. Contributions will be sought from parents and others to enrich teaching, learning and the curriculum.
8. 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. We are committed to meeting the individual needs of each child and 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

Policy adopted: April 2012

Policy to be reviewed: April 2013

Signed: