



Equality Policy

Overview

This policy covers our commitment to ensuring the Equality Act 2010 is adhered to and met within our school. This policy is written to bring together and harmonise all previous equalities policies, which separated the different equalities strands. The Equality Act names nine equalities strands: age, disability, gender reassignment/gender identity, marriage/civil partnership, pregnancy/maternity, race, religion/belief (or lack of), sex, 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, all will be treated equally. This policy applies to school staff, pupils, visitors and parents.

Objectives

1. To ensure that all learners have equal access to a rich, broad, balanced and relevant curriculum, which ensures they are ready to be active citizens within the community.
2. To ensure equalities teaching is built into our everyday broad and balanced curriculum and not isolated from it
3. To advance equality of opportunity by ensuring that teaching, learning and curriculum promote equality, celebrate diversity and promote community cohesion by fostering good relations.
4. To eliminate any discrimination, harassment and victimization within our school through preventative measures rather than reactive ones e.g. curriculum and policy.
5. To ensure that no one is unfairly or illegally disadvantaged as a result of their equality strand/status.
6. To recognise, celebrate all diversity, including within our own community, whilst promoting and building positivity and cohesion between all equalities strand
7. To recognise and celebrate equality and diversity within the wider world in line with British Values
8. To ensure that the British Values of tolerance, mutual respect, rule of law, individual liberty and democracy are integrated into our curriculum to support equalities teaching.
9. To ensure that those with management responsibility and individual members of staff, accept responsibility for planning teaching and monitoring learning in line with this policy.
10. To ensure that learners, parents, staff and governors, are fully involved in the provision made by the school and to increase transparency.
11. 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.
12. To ensure regardless of their equalities strand status, that all children, staff, visitors and parents feel welcomed and safe within our school.

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, staff and governors will be involved and consulted about the provision being offered by the school.
3. Teachers will ensure that their planning, teaching and learning takes account of this policy and they will see that the equality duty underpins all their work.
4. All will view the diversity within our school and the wider community positively and this diversity will be recognised as a positive, rich resource for teaching, learning and the curriculum.
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, visitors and external agencies to enrich teaching, learning and the curriculum.
7. The positive achievements of all pupils will be celebrated and recognised.



Alexandra Park Junior School

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8. Modify and adapt the curriculum in line with the wider world so that equalities teaching, while mostly proactive, is reactive to immediate concerns
9. Appropriate action would be taken as a result of any persons actions which were deemed to contravene the Equality Act 2010 or this policy.

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 favorably as others regardless of their status within the nine equalities strands. This policy will also ensure the fair treatment of staff, visitors, governors and parents, whatever their equalities status. 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 all those working within our school, and ensuring the requirements of the Equality Act 2020 are met. This means taking into account all nine protected characteristics, to prevent discrimination, harassment and prejudice against any of them. If actions are taken by staff, pupils, visitors, parents or governors which would be seen to contravene their policy or the Equality Act 2010, appropriate action would need to be taken by the school

Revised and adopted by the Governing Body

