

# Fairisle Infant and Nursery School



## Equality Policy

Date policy reviewed: November 2019

To be reviewed again: November 2022

Ratified by Governing Body: *astophan*

Date: *20.11.19*

## EQUALITY POLICY

*United Nation Convention on the Rights of the Child Article 2:*

*“The Convention applies to everyone: whatever their race, religion or abilities, whatever they think or say, whatever type of family they come from.”*

### **OVERVIEW**

- This policy reflects the Single Equality Act 2010 which harmonises and reflects 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 policies on Disability, Ethnicity, Race and Gender.
- The Single Equality act combines the existing three duties into one Equality Duty that covers all seven of the equality strands: disability, gender, gender-identity, race, religion or belief and sexual orientation and age. 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**

- To ensure that all learners have 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 disability, gender, gender-identity, sexual orientation, colour, race, ethnic or national origin, disability or religious beliefs or age.
- 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.

### **GOOD PRACTICE**

- 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.
- 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.
- All incidents of discrimination are logged and dealt with in line with agreed school policies and procedures.

## **STRATEGIES**

- Monitoring and evaluation carried out by the senior leadership team will ensure that procedures and practices within the school reflect the objectives of this policy.
- Teachers and support staff 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.
- The positive achievements of all pupils will be celebrated and recognised.
- School performance information is compared to national data and local authority data, to ensure that pupils are making appropriate progress when compared to all schools.
- As well as monitoring pupil performance information, we also monitor a range of other information. This relates to:
  1. Attendance
  2. Racism, disability, sexism, homophobia and all forms of bullying
  3. Parental engagement
  4. Participation in extended learning opportunities.

## **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 needs of each child and will take full account of their gender, disability, ethnicity, religion or belief in accordance with The Equality Act 2010.

## **EQUALITY OBJECTIVE**

The Equality Act 2010 requires schools to publish specific and measurable equality objectives. Our equality objectives are based on our analysis of data and other evidence. Our equality objectives 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 and will report on the outcomes of this policy annually.

## **EQUALITY OBJECTIVE**

- **To close the gap in attainment between disadvantaged children and those who are not.**

Policy agreed: November 2019

Next review: November 2022