



Single Equalities Policy

Overview

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

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. At Trinity First 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 to ensuring equality for all.

Aims

- To ensure 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 that 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 action is funded where necessary.

Good Practice

We strive to achieve a cohesive community and expect that all members of our school community respect one another and that parents and carers feel fully engaged in the life of the school.

We aim to provide our children with a secure understanding of their place within the local community, and where that community sits within the UK and the World.

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 aim to ensure that every

child is healthy, safe, is able to enjoy and achieve in their learning experience, and is able to contribute to the wider community.

We ensure that procedures are in place to log racist incidents should they occur and we ensure governors and the Local Authority are informed at least annually. We monitor and log behaviour incidents in school and would therefore be able to track any incidents against children or adults in our school community with protected characteristics should they occur.

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 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 offered to staff as required to provide them with the knowledge, skills and understanding 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.

Equality Objective 2016 – 2017

The Equality Act 2010 requires schools to publish specific and measurable equality objectives. Our objectives are based on our self-evaluation and analysis of data. The objectives focus on areas where we believe there is an opportunity to take action to improve equality and tackle disadvantage. Our objective for 2016 – 2017 is:

To use Collective Worship as an opportunity to raise awareness of and celebrate festivals from a range of cultures and countries.

Policy Review

This policy will be reviewed annually in order to allow for the evaluation of the objective and to agree a new objective for the coming year.

Approved: September 2016

Next review: September 2017

Signed _____

(Chair of Governors)

