



## Swanton Morley VC Primary School

Policy agreed	26.2.19
Policy Review Date	Spring term 2020
Signed	R Robinson

### **Equalities Policy and Objectives**

*This policy details how the school complies with the Public Sector Equality Duty and will therefore be reviewed and updated annually.*

The staff and governors of Swanton Morley VC Primary School are committed to a policy of equal opportunity and regard for all members of the school community in every aspect of school life.

#### Statements of Good Intent

1. We believe that all our children should be prepared for life in an every changing society.
2. They will be encouraged to value themselves and others within their community.
3. They will also be given the opportunity to experience the richness and diversity of other cultures enabling them to develop a mutual respect for the views, customs and beliefs of others within our society.

#### Curriculum Statements

1. The school will provide a broad and balanced curriculum aimed at fostering an appreciation of the diversity of our society.
2. The school curriculum will help the pupils to develop an attitude of open- mindedness, enquiry and understanding.
3. Resources will provide a wide range of positive images of all peoples. Through these the children will be given opportunities to explore and experience many different aspects of our multi-cultural and multi-ethnic world.
4. The children will have access to all aspects of the school curriculum as stated in individual subject policies. This will be achieved by using a variety of groupings including protected access when considered necessary.

#### Specific Areas Gender Equality

The general duty to promote gender equality means that we must have due regard to:

1. Eliminate unlawful discrimination and harassment and
2. Promote equality of opportunity between men and women, girls and boys.

The duty also includes the need to consider actions to address the causes of any gender pay gap. Norfolk County Council (the employing body of Swanton Morley VC Primary) considers that this has been addressed through the implementation of the Modern Reward Strategy and unified conditions and pay for school teachers.

### LGBT

LGBT people are explicitly covered by the gender equality duty. The school will respect the confidentiality of those seeking gender re-assignment and will provide a supportive environment within its school community.

### Disability Equality

The general duty to promote disability equality is owed to all disabled people which means that we must have due regard to:

1. Promote equality of opportunity between disabled people and other people
2. Eliminate unlawful discrimination
3. Eliminate disability related harassment
4. Promote positive attitudes towards disabled people
5. Encourage participation by disabled people in public life
6. Take steps to take account of disabled peoples' disabilities, even where that involves treating disabled people more favourably than other people.

### Accessibility

There is specific disability legislation in relation to disabled pupils and accessibility which means we must plan strategically over time to:

1. Increase access to the curriculum
2. Make improvements to the physical environment of the school to increase access;
3. Make written information accessible to pupils in a range of different ways

We must ensure that disabled pupils do not receive less favourable treatment and to do this the school has a duty to make reasonable adjustments.

### Community

We also have a responsibility to promote community cohesion, developing good relations across different cultures, ethnic, religious and non-religious and socio-economic groups. We will incorporate our priorities into our Single Equality Scheme and Action Plan to make it easier to monitor our progress and performance in meeting our objectives.

### Age, sexual orientation, religion and belief

We must ensure that we do not discriminate on these grounds. This Scheme includes our priorities and actions to eliminate discrimination and harassment for these equality areas.

### Statements about Behaviour

1. As stated in our School Code of Conduct all members of Swanton Morley Primary School should respect the views, opinions and rights of others and show courtesy and consideration to all.
2. Any incidents of discrimination on grounds of race, language, gender, religion, lifestyle, cultural background or disability will be dealt with promptly, effectively and sensitively, using the school's agreed disciplinary procedures.

Specific policies for Race Equality, Disability Equality and Accessibility are held by the school. A Single Equalities Scheme was implemented in 2012 that covers all aspects of equality legislation and show how we intend to improve our practice in meeting these requirements.

The effectiveness of this policy will be reviewed periodically by staff and Governors. Any substantial revisions to the policy will be presented to the Governing Body for discussion and approval