

# Feltham Hill Infant & Nursery School

## Equality Policy

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.

**November 2019**

*Prepared by: HT & DH Nov 2019*

*Discussed with: SLT Nov 2019*

*Shared with Governors through governors shared space.*

*To be Reviewed and updated Nov 2021*

This policy reflects the Single Equality Act 2010 (which harmonises and replaces 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 school policies on Disability, Ethnicity and Gender.

### **Introduction**

- The Single Equality Act combines 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.
- This Equality Policy summarises the school's approach to ensuring equality for all.

### **Objectives**

- To ensure that all learners have equal access to a rich, broad, balanced and relevant curriculum.
- To support 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, disability or religious beliefs.
- To recognise and celebrate diversity within our community whilst promoting community cohesion.
- To ensure that this policy is applied to all we do.
- To ensure that pupils 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 prevention action is funded where necessary.

### **Community Cohesion**

- The school strives to achieve a cohesive community and expects that children respect one another and behave with respect to one another and that their parents feel fully engaged in the school.
- The school aims to enhance a wider sense of community locally, as well as in the context of the UK and the World communities. And supports 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.
- Children will be taught to value each other's similarities and differences.
- Staff will ensure that every child is healthy, safe, able to enjoy and achieve in their learning experience, and is able to contribute to the wider community.
- Racist incidents will be logged and reported to the Local Authority.
- Incidents that involve any discrimination against children and/ or will be challenged.

- Bullying incidents, particularly those directed towards those with special educational needs (SEN) will be challenged.
- Children will be taught to recognise and report bullying

### **Effective Practice**

- The leadership team will ensure that practices within the school reflect the equality objectives.
- Children and parents/carers will be consulted about the provision being offered by the school and will complete an annual survey to ensure their views are heard including on being treated fairly.
- Named governors will monitor provision for SEN, child protection and safeguarding.
- Teachers 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.
- Professional development opportunities will be provided for staff to provide them with the knowledge, skills and understanding they need to meet the requirements of this policy.
- The positive achievements of all pupils will be celebrated and recognised.

### **Outcomes for Pupils**

- This policy will play a 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 reasonable adjustments to promote equal opportunity and equal treatment of all members of the school community.
- The school is committed to meeting the individual needs of each child and will take full account of their age, disability, gender, gender-identity, race, religion or belief and sexual orientation in accordance with the requirements of the Single equality Act 2010.

### **Equality Objective 2017-2021**

- The Equality Act 2010 requires schools to publish specific and measurement equality objectives.
- Our equality objectives are based on our analysis of data and other evidence.
- Our quality 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.

### ***Equality Objective 2017-2021***



*Identify opportunities in the curriculum to look at other cultures/countries, study famous people from ethnic minorities and with a variety of abilities and to celebrate diversity.*

*Use collective worship as an opportunity to celebrate festivals of a range of cultures and countries.*

*Use events like the World Cup, Olympics and harvest as an opportunity to explore other cultures.*