



# Broomwood Primary School

## Equality Policy

### Vision

**Achieve, believe and succeed  
for a brighter future.**

### Mission

**To create a positive, enjoyable atmosphere, to  
inspire all to learn and grow.**

**'Together we believe. Together we  
achieve.'**

### Our Aims

- Commitment
- Togetherness
- Welcoming
- Respect
- Nurturing

## **Overview**

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 (ie Race) 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. 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.

In accordance with the school vision and mission statement the school undertakes to:

- Respect the equal human rights of all of our pupils
- Educate them about equality
- Respect the equal rights of our staff and other members of the school community.

At Broomwood we aim to implement the following principles:

- To ensure that 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, disability or religious beliefs.
- To recognize 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 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 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.

- We consider it prudent and sensible to maintain the practice of logging racist incidents and reporting them to the local authority. We monitor and log incidents that discriminate against children and young people or adults in our school with protected characteristics, eg homophobic bullying. We also monitor and log bullying incidents, particularly those directed towards those with special educational needs.

## **Responsibilities**

The Governing Body is responsible for:

- In general, making sure the school complies with the anti-discrimination provisions of the Equality Act 2010, including as an employer;
- In general, making sure the school complies with the public sector equality duty under section 149 of the Equality Act 2010;
- In particular, making sure the school complies with the Equality Act 2010 (Statutory Duties) Regulations 2011 by:
  - (a) Gathering the required equality information annually
  - (b) Drawing up, publishing and implementing the school's equality objectives on a four-year cycle.

The Governing Body may carry out their functions:

- A. As a whole Governing Body, by receiving information in the Head teacher's report, OR
- B. By having a named Governor, who links with the school on equality matters and reports back to the Governing Body.

The headteacher is responsible for:

- Making sure measurable steps are taken to address the school's stated equality objectives, integrated with the other school improvement priorities;
- Making sure the governors, staff, pupils, and their parents and guardians are aware of equality issues, as relevant;
- Making sure all staff know their responsibilities and receive training and support in carrying these out;
- Taking appropriate action in cases of harassment and discrimination; including identity-related incidents; and
- Enabling reasonable adjustments to be made, in relation to disability, in regard to students, staff, parents/carers and visitors to the school.

All staff are responsible for:

- Avoiding unlawful discrimination, harassment and victimization;
- Promoting equality of opportunity in their work;
- Fostering good relations between groups;
- Dealing with identity-related incidents, whether or not they amount to bullying;
- Being able to recognize and tackle bias and stereotyping; and
- Taking up relevant professional development opportunities.

Visitors and contractors are responsible for:

- Following relevant school 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 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 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 objectives:**

- 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.

**Our current equality objectives from 2018-2020 are:**

- **To gain a greater awareness of disability to ensure that all pupils are able to access the curriculum and develop at their own pace, with a staff that understand how to provide appropriate support.**
- **To promote pupil, staff and parental voice even more to ensure that we listen to and address any areas where equality doesn't sufficiently exist.**