



Single Equality Policy

and Equality Objectives Policy

2022 - 2023

*I came that all may have life; and have life in abundance.
(John 10:10)*

Document Control

Owner

The owner of this document is the Headteacher. All requests for change should be directed to them. Any printed copies of this document are for reference only; the definitive version is the computer file held on the school office administrator's computer.

Revision history

Version	Date	Changes	Author(s)
2	08/08/21	Re-written to be more reader friendly	HS

Approval

Version	Date	Approver(s)	Minute number
2	24/11/21	Full Governing Body	GB 130/21
2	21/09/22	Full Governing Body	GB 24/22

Review period This policy will be reviewed annually.

Version	
	Autumn Term 2023

'Under the Equality Act 2010, due regard has been given to equality considerations when reviewing this policy in accordance with the requirements of The Single Equality Act 2010'.

Overview

The Single Equality Act which came into place on 1st October 2010. It brought together the duties set out in our Race, Disability and Gender policies into one single Equality Duty. The Single Equality Act combines the existing three duties into one new Equality Duty that covers all nine of the protected characteristics: age, disability, gender, gender-identity, race, pregnancy, maternity, religion or belief and sexual orientation. At Youlgrave, All Saints' C of E (VA) Primary School, we will ensure that at every level, in all our work and throughout all aspects of the school community and its life, all will be treated equally.

The new General Duty replaces the three existing public sector equality duties for disability, race and gender. It covers all protected characteristics and has three main aims requiring public bodies to have due regard to the need for:

1. Eliminate discrimination, harassment, victimisation and other conduct that is prohibited under the Equality Act 2010.
2. Advance equality of opportunity between persons who share a protected characteristic and persons who do not share it.
3. Foster good relations between persons who share a protected characteristic and persons who do not share it.

Youlgrave, All Saints' C of E (VA) Primary School is committed to:

- Dealing with and eliminating prejudiced based incidents
- Closing the gap in attainment for all children
- Engagement with local communities
- Policies and practices that promote equality and address inequalities

Objectives

1. To ensure that all learners have equal access to a rich, broad, balanced and relevant curriculum and to foster good relations between all people.
2. To advance equality of opportunity by ensuring that teaching, learning and curriculum promote equality, celebrate diversity and promote community cohesion by fostering good relations.
3. To eliminate any discrimination, harassment and victimisation.
4. 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.
5. To recognise and celebrate diversity within our community whilst promoting community cohesion.

6. To ensure that those with management responsibility and individual members of staff, accept responsibility for planning teaching, learning and curriculum apply this policy to all we do.
7. To ensure that learners and parents are fully involved in the provision made by the school.
8. To ensure that within the school budget, adequate funding is provided to underpin this policy and that intervention, positive action and preventative action is funded where needed.

Strategies

1. Monitoring, evaluation and review carried out by the School will ensure that procedures and practices within the school reflect the objectives of this policy.
2. Parents and governors will be involved and consulted about the provision being offered by the school.
3. Teachers will ensure that their planning, teaching and learning takes account of this policy and they will see that the equity duty underpins all their work.
4. The diversity within our school and the wider community will be viewed positively by all and this diversity will be recognised as a positive, rich resource for teaching, learning and the curriculum.
5. CPD opportunities will be provided for staff, to raise awareness of their Equality Duty and provide them with the knowledge, skills and understanding they need to meet the requirements of this policy.
6. Active contributions will be sought of parents and others to enrich teaching, learning and the curriculum.
7. The positive achievements of all pupils will be celebrated and recognised.

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 the reasonable adjustments necessary to promote equal opportunity and equal treatment of all members of our school community. We will have due regard to the need to advance equality of opportunity by:

- Removing or minimizing disadvantages
- Taking steps to meet different needs
- Encouraging participation when it is disproportionately low

We are committed to meeting the individual needs of each child and we will take full account their age, disability, gender, gender-identity, race, religion or belief and sexual orientation.

Having 'due regard' at this school means consciously thinking about the three aims of the Equality Duty as part of the process of decision-making.