

# Low Furness CE Primary School

## 'Learning Together Through Faith'

### *Policy for Single Equality*

#### OVERVIEW

The Single Equality Act which came into place on Oct 1<sup>st</sup> 2010 brought together the duties that were already set out in our Race, Disability and Gender policies into one single Equality Duty. This policy is written to bring together and harmonise those three policies. 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, all will be treated equally. We recognise that the welfare of our school community is paramount. We recognise that (child) abuse and discrimination can occur in all cultures, ethnic groups and social strata.

This policy is underpinned by our Christian ethos and school vision.

Through our Christian ethos and core values, the school's mission is to provide each unique child with an enriched education, so that they become well-rounded, caring and confident individuals who live life in all its fullness within their communities and God's world.

#### OBJECTIVES

1. To ensure that all learners have equal access to a rich, broad, balanced and relevant curriculum.
2. As a Church of England school we value all God's children and will challenge any form bullying.
3. To advance equality of opportunity by ensuring that teaching, learning and curriculum promote equality, celebrate diversity, and promote community cohesion by fostering good relations.
4. To eliminate any discrimination, harassment and victimisation throughout the school. To ensure that no-one who comes into the school 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 ensuring the planning of teaching, learning and the curriculum apply this policy to all we do.
7. To ensure that learners and parents / carers are fully involved in the provision made by the school and to increase transparency.
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

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1. 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.
2. Parents / carers 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 equality 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. INSET 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 from parents / carers 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, and other members of the school community, 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 the school community.

We are committed to meeting the individual needs of each child and adult and we will take full account their age, disability, gender, gender-identity, race, religion or belief, and sexual orientation in accordance with the requirements of the Single Equality Act 2010

This policy will be monitored by the Community and Welfare committee and the full governing body.

Revised and adopted by the Governing Body - October 2023

### Reviewing the policy

The policy will be reviewed as part of the school's evaluation cycle. The policy is due for review on Autumn 2026