



# High Bank Junior Infant and Nursery School

## Equality Policy

**Agreed/Updated:** February 2019

**Review:** February 2021

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## Positive Handling Policy

This policy should be read in conjunction with Equal Opportunities, SEND, admissions and the Disability Access Policy.

### 1 Overview

1.1 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.

1.2 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. At High Bank we 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 and fairly. The Single Equality Policy summarises the school's approach in ensuring equality for all.

### 2. Objectives

2.1 To ensure all learners have equal access to a rich, broad, balanced and relevant curriculum

2.2 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.

2.3 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.

2.4 To recognise and celebrate diversity within our community whilst promoting community cohesion.

2.5 To ensure that this policy is applied to all we do

2.6 To ensure that this pupils and parents are fully involved in the provision made by the school.

2.7 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.

### 3. Good Practice

3.1 At High Bank 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.

3.2 At High Bank we aim to enhance a wider sense of community locally, as well as in the context of the UK and the World communities.

3.3 At High Bank we support the UN Convention on the Rights of the Child, the UN Convention on the Rights of People with Disabilities, and 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.

3.4 At High Bank 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.

#### **4. Strategies**

4.1 At High Bank the Leadership Team will monitor, review and evaluate procedure and practices with the school to ensure they reflect the objectives of this policy.

4.2 Parents and governors will be involved and consulted about provision being offered by the school.

4.3 Teachers will ensure that the teaching and learning takes account of this policy.

4.4 The diversity within High Bank and the wider community will be viewed positively by all.

4.5 Diversity will be recognised as a positive, rich resource for teaching, learning and the curriculum.

4.6 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.

4.7 Contributions will be sought from parents and others to enrich teaching, learning and the curriculum.

4.8 The positive achievements of all pupils will be celebrated and recognised.

#### **5. Outcomes**

5.1 This policy will play an important part in the educational development of individual pupils.

5.2 It will ensure that all pupils are treated equally and as favourable as others.

5.3 High Bank School will make all reasonable adjustments to promote equal opportunities and equal treatment of all its stakeholders

5.4 High Bank 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.

#### **6. Equality Objectives**

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

6.2 Our equality objectives focus on those areas where we have agreed to take action to improve equality and tackle disadvantages.

6.3 We will regularly review the progress we are making to meet our equality objectives.

### **Equality Objective**

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 from a range of cultures and countries.

Use events such as the World Cup, Olympics etc as a opportunity to explore other cultures.

### **7. Policy Review**

7.1 This policy will be reviewed every two years by the Governing body, as part of its monitoring cycle. Next Review date February 2021