

Cardinal Road Nursery and Infant School



Equality Policy

The Equality Act 2010



Date Written: Summer 2020

Reviewed Date: Summer 2024

Next review: Summer Term 2027

This policy reflects the Single Equality Act 2010 and Section 149, which is up to date with all changes known to be in force on or before 16 June 2020 (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) and the Equality Act 2010 (Specific Duties) regulations 2011.

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 and gender-identity, pregnancy and maternity, 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 based on real life experiences.
- To support equality of opportunity by ensuring that learning, teaching 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, pregnancy or maternity, disability or religious beliefs.

- To recognise and celebrate diversity within our community whilst promoting community cohesion.
- To ensure that this policy is consistently applied to all we do.
- To ensure that pupils are fully involved in the provision made by the school.
- To ensure that 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 harmonious community and expects that children respect one another and behave appropriately and that their parents and carers 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 and celebrate each other's similarities and differences.
- Staff will ensure that every child is aware of healthy life style choices, is safe, able to enjoy and achieve in their learning experience adopt a positive attitude to learning, and values contributing to the wider community.
- Racist incidents will be logged and reported to the Local Authority.
- Incidents that involve any discrimination against children will be challenged.
- Bullying incidents will be taken seriously and acted upon and particularly those directed to special educational needs and disabilities (SEND) will be challenged.
- Children will be taught to recognise and report bullying

Effective Practice

- The Senior Leadership Team will ensure that practices within the school reflect the equality objectives.
- Children and parents/carers will be consulted about different aspects of provision being offered by the school and will complete a survey or be asked to contribute to discussions to ensure their views are heard including fair treatment.
- Named governors monitor provision for SEND, child protection and safeguarding.
- Adults will ensure that the learning and teaching reflects this policy.
- We celebrate the diversity within our school and the wider community. Diversity will be recognised as a positive, rich resource for learning, teaching and the curriculum.
- Professional development opportunities will be accessible 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 fundamental 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 adult and will take full account of their age, disability, gender, gender-identity, race, religion or belief, pregnancy or maternity and sexual orientation in accordance with the requirements of the Single Equality Act 2010.

Equality Objective 2020-2024

- 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 2020-2024

Identify opportunities in the curriculum to look at other cultures and countries, study famous people from ethnic minorities and to celebrate diversity.

Utilise the skills and knowledge of the local community to enhance the children's learning

Plan and deliver opportunities to celebrate festivals of a range cultures and countries.

Use events such as "Harvest", sporting events, significant key dates as an opportunity to explore other cultures.