


Policy:	Single Equality Policy Oct 2022	
Status:	Statutory	
Review Date:	4 yearly– Oct 2026 To be reported on annually	

As a school, we welcome our duties under the Equality Act 2010. The Governing Body's policy is to provide education fairly to all pupils within the school and to give equal treatment to its employees, pupils and members of the community regardless of their age, disability, marital status, ethnicity, religion, gender, sexual orientation, or national origin. The Governing Body promotes the elimination of discrimination and complies with all relevant Equalities legislation.

We believe that promoting Equality is the whole school's responsibility. All Governors, employees and those acting on behalf of the Governing Body or school are responsible for implementing the policy and have a continuing duty to challenge all forms of discrimination

The Governing Body will:

- ensure that the policy and related legislation is understood and applied
- promote education and training to increase awareness and eliminate discrimination
- ensure that services and resources are appropriate to the pupils and members of the community it serves
- promote and support the principles of equality throughout the school
- ensure that the whole school community is aware of the Single Equality Policy and will publish equality information and compliance annually through our school's website

Monitoring and Evaluation

- The Headteacher will report to the Governing Body annually
- The Governing Body will review the impact of the policy on a regular basis
- The policy will be regularly reviewed to ensure that it reflects changes in legislation, directives and codes of practice

Direct/Indirect Discrimination

The Governing Body recognises that there are different types of discrimination and will work with pupils and employees of the school to ensure that all are eradicated.

The Governing Body will:

- Ensure no individual is discriminated against because of any reason whatsoever. The only exception to this being if a genuine occupational requirement can be shown to apply.
- Ensure that appropriate awareness training is provided and where necessary make additional provision for such.

Genuine Occupational Requirement

In law there may be instances when being of particular ethnic group, religion, sex or sexual orientation will be a specific requirement of a post and can be justified. This is known as a genuine occupational requirement or qualification. However, we believe that there will be very few, if any, circumstances where this requirement will arise for educational appointments. If this circumstance arises the Governing Body will seek advice from the local authority before proceeding with the advertising and filling of the post.

Effect on Other Policies and Procedures

The Governing Body will ensure that, where relevant, the school's policies and procedures will take into account fully all Equalities legislation. These applies in all areas of from policies and procedures relating to staff to those relating to pupils.

Changes to employees' circumstances

The Governing Body encourages employees to inform the Headteacher of any material change in their circumstances which could affect their working conditions and the application of this policy. The Governing Body encourages employees to seek advice from their union before doing so.

Complaints and Resolution of Disputes

If the school receives a complaint relating to any aspect of this Policy which cannot be resolved informally the complaint will be dealt through the school's Complaints Procedure.

Equal Opportunities Policy Statements

All employees have a contractual obligation to comply with this policy and the school's Equal Opportunities Policy statements as set below.

Disability

The Governing Body is committed to eliminating unlawful discrimination and promoting equality of opportunity in the field of employment and education. It will, therefore, fulfil its legal obligations in accordance with the Equalities Act 2010 and any related or subsequent legislation including seeking to identify and remove all unjustified direct and indirect discrimination.

The Governing Body will not discriminate against candidates applying for vacancies within the school. Special consideration will, therefore, be given to application forms, interview arrangements, terms and conditions of employment and staff development opportunities where necessary.

The Governing Body will seek to avoid direct and indirect discrimination by not making assumptions about a person's disability and promoting equal opportunities. Where necessary professional advice on whether an impairment is covered by the Equalities Act 2010 will be sought and appropriate workplace risk assessments carried out.

The Governing Body, wherever possible and practicable, will agree to make reasonable adjustments which will assist a person with a disability such as adjustments to premises; acquiring or modifying equipment and other resources and allowing time off for rehabilitation, assessment or treatment. Local authority advice will inform the Governing Body's consideration of any reasonable adjustments that may be required.

Race Equality

The school recognises that people from ethnic minority groups face discrimination and recognises its general duty to promote race equality as set out in the Equalities Act 2010 to eliminate unlawful discrimination; promote equality of opportunity and promote good relations between individuals of different racial groups.

In order to achieve this the Governing Body will give full and fair consideration to all applicants, regardless of their ethnic origin, based solely on their ability to do the job and give equal opportunity for training, career development and promotion for employees. The school will ensure that information provided by the school is accessible and, where necessary, targeted at ethnic minority or other identified groups. Any recommendations from the LA as a result of their consultations with the Racial Equality Council, other minority community groups and trade unions will be considered and where necessary implemented.

Religion or Belief

The Governing Body is opposed to all forms of religion or belief based discrimination. It recognises that decisions and practices relating to employment and vocational training should not be based on an individual's religious beliefs or lack of them.

The school's policy is to protect the right of individuals, regardless of their religion or belief, and will work for the eradication of all forms of discrimination on these grounds through training, awareness raising and implementation of anti-harassment procedures.

The Governing Body respects an individual's right to follow and practice a particular religion, religious or similar philosophical belief and respect those individuals who do not do so. Within the school we encourage a culture which allows individuals to be open about their religious beliefs or otherwise.

Sex Equality

The Governing Body is opposed to all forms of sex based discrimination and will respect the right to dignity of all women and men. It will continue to strive to achieve equality of opportunity, while attempting to recognise and address historical and gender-specific discrimination.

The Governing Body will:

- Recognise family and caring responsibilities through the continued development of family friendly and carer support policies and provisions.

- Recognise that career patterns are often disrupted because of caring responsibilities and provide appropriate training and career development opportunities.
- Challenge sexist attitudes and practices both within the school and external organisations with which the school may deal.
- Give full and fair consideration to applications for employment from individuals, based solely on their ability to do the job and give equal opportunity to training, career development and promotion for employees regardless of gender.
- Develop specific initiatives, where required, to address gender imbalances within the school.
- Ensure that information, publicity and advertising over which the school has control or influence is non-sexist and uses positive images and language.

Sexuality

The Governing Body recognises its general duty to protect people at work and in vocational training from discrimination on grounds of sexual orientation in accordance with the Equalities Act 2010.

The Governing Body is opposed to all forms of discrimination against lesbian women, gay men, transsexual, bisexual or heterosexual men and women. It recognises that decisions and practices relating to employment should not be based on the assumption that everyone is, or should be, heterosexual.

The school's policy is to protect the rights of individuals, regardless of their sexuality, and will work for the eradication of all forms of discrimination on these grounds through training, awareness raising and implementation of anti-harassment procedures.

The Governing Body respects an individual's right to define their sexual identity and will act to protect the dignity of women and men at work. The school will work towards enabling employees to feel safe in being open about their sexual identity.

Age Equality

Ageism is discrimination based on preconceived ideas of an individual's capabilities at certain stages in their lives and is often targeted at younger and older people. The school is opposed to discrimination on the grounds of age.

The Governing Body will:

- Ensure that age is not a barrier to recruitment, selection, promotion, training or personal development.
- Ensure that age will not be considered adversely where redundancy and retirement may apply.
- Seek to eliminate age discrimination through education and training.

Harassment

The Governing Body recognises that harassment, discrimination, victimisation or bullying of any nature is unacceptable. A culture will be promoted within the school where employees and pupils can bring a complaint without fear of ridicule or reprisal.

It is also recognised that harassment or victimisation may occur when an individual has or intends to make a complaint, or give evidence about discrimination or harassment. Specific procedures are in place to enable an individual to pursue a complaint and for appropriate action to be taken. The aim is to prevent harassment occurring and to enable individuals to confront unacceptable action or behaviour.

Employees have an obligation to promote an atmosphere free from harassment and to challenge instances of harassment.

The Governing Body will:

- Ensure that employees are aware of harassment procedures.
- Ensure that complaints are dealt with in a sensitive manner.
- Provide support for any individual within the school who is experiencing harassment, victimisation or discrimination.
- Monitor complaints.

Area	Action	Success criteria	Time scale	Personnel
Achievement	Continue to analyse data for individuals and all groups to identify and tackle underachievement	Data demonstrates no underperforming groups	Ongoing	SLT; Governors, all teaching staff
Provision:	Curriculum provision planning ensures equal access to all children	All children participate	Ongoing	SLT & all staff
Curriculum	Where necessary, adjustments are made or additional resources supplied	Specific needs of children are met		
Extended opportunities	Ensure all subjects are seen as gender neutral including clubs Continue to use PSHE & RE curriculum to address issues of attitudes	School ethos is of acceptance of others and mutual respect		MK/LG (PSHE) DR (RE)
	Ensure the needs of all children are considered	Access to outside agencies		
	Investigate possible additional clubs/clubs to encourage participation of less represented groups	Wide range of clubs offered		EP/LH
Leadership & Management:	Ensure all applications for all posts are given equal consideration	Vacant posts are filled by the best candidate for the job	As need arises	EP/LH/ governors
Staffing	Make any necessary adaptations for interview or jobs where appropriate			
	Ensure all staff are paid at correct scale	Equitable pay throughout school	Ongoing	
Governors	Ensure all applications for governors are equally considered (where a choice is necessary the needs of the school will be paramount) Ensure any incidents which breach equal opportunities are investigated, reported on and addressed	Range of skills and expertise across governors which represent the population of Diseworth		Chair of governors

Area	Action	Success criteria	Time scale	Personnel
Policies	Ensure all policies and procedures consider equality			EP/LH/governors
Learning Environment	Ensure all learners have access to all areas, where necessary make adaptations	All learners able to access all areas	Ongoing	EP/LH
Parental & community links	Sustain links with wider community to extend children's knowledge of other cultures and beliefs Ensure all parents and carers are informed of children's progress and school issues Ensure all groups are given an opportunity to express views and suggestions about the school.	School ethos is of acceptance of others and mutual respect No differentiation between parents / carers Whole school community have an equal voice	Ongoing	All staff EP/LH EP/LH& governors
Other: Uniform	All children encouraged to wear school uniform where adaptations are needed due to other issues these will be discussed between parents and school to ensure all parties understand and agree	No discrimination against religious or cultural beliefs or other issues	As necessary	EP/LH