



Ramsden Primary School

# EQUALITY POLICY

Compiled by	Headmaster	August 2022
Approved by	Chair of Governors  August 2022	Headmaster  August 2022
To be reviewed		Autumn Term 2023



## RAMSDEN PRIMARY SCHOOL EQUALITY POLICY

### **At Ramsden Primary School we are committed to meeting the public sector equality duties (PSED)**

The Public Sector Equality Duty requires our school to monitor our policies and procedures and to publish information about equalities in our school. The Equality Act 2010 has 3 main '**General Duties**' which we must aim to achieve, these are:

1. To eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
2. To advance equality of opportunity between people.
3. To foster good relations between people who share a protected characteristic and those who do not.

The Equality Act 2010 states that it is unlawful to discriminate against people with the following protected characteristics. This applies to the whole school community:

- Age (staff)
- Disability
- Gender
- Gender identity and reassignment
- Pregnancy and maternity
- Race (ethnicity)
- Religion and belief
- Sexual Orientation
- Marriage and Civil Partnership (Staff)

We believe that equality at our school should permeate all aspects of school life and that it is the responsibility of every member of the school and wider community. Everyone within our school community should feel safe and secure, they should feel valued and of equal worth, these include:

- Children and young people
- All staff employed at the school
- Students on placement
- Staff from across other Trust Schools
- Parents/carers
- Governors
- Agency staff
- Contractors working at our school
- External agencies whose staff are working with our school, including Health, Social Care, Special Needs support and agencies such as the Department for Education, Ofsted and Challenge Partner colleagues.
- All visitors to the school



## RAMSDEN PRIMARY SCHOOL EQUALITY POLICY

We implement accessibility plans which are aimed at:

- Increasing the extent to which disabled pupils can participate in the curriculum.
- Improving the environment, both inside and out, to enable disabled pupils to take better advantage of all we have to offer, both educationally and pastorally.
- Continuing to develop the accessibility of information for disabled pupils

### ***General Duties***

#### ***'Disability General Duty'*** (Disability Discrimination Act 2005)

- We have a statutory duty to carry out our functions with regard to the following:
- Eliminating unlawful discrimination and disability-related harassment.
- Promoting positive attitudes towards disabled people and encourage their participation in public life.
- Promoting equality of opportunity in all areas of life.

#### ***'Gender General Duty'*** (Equality Act 2006)

It is our duty to promote gender equality. In doing so we need to:

Eliminate unlawful sex discrimination and promote equal opportunities between women and men, girls and boys.

#### ***'Race General Duty'*** (Race Relations Amendment Act 2000)

It is our duty to promote race equality. In doing so we need to:

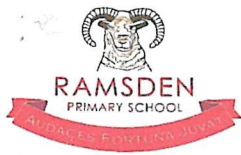
Eliminate unlawful race discrimination and promote equal opportunities between people of different racial groups and backgrounds.

Ramsden Primary School; is committed to work hard to promote community cohesion. It is our responsibility to help our children understand the differences in our society and to value that diversity.

We will follow relevant guidance providing excellent teaching and curriculum provision that supports our values, helping everyone to acknowledge differences and to challenge any behaviour leading to prejudice and stereotyping.

We will support children for whom English is an additional language (EAL) equipping them to be the best that they can be, achieving the highest possible level in English.

We want to encourage in our children an understanding of community and integration of our rich cultures and the different faiths, beliefs and customs of that community.



## RAMSDEN PRIMARY SCHOOL EQUALITY POLICY

The '**Specific Duty**' for schools is to gather and publish information to show how we are complying with the Equalities Duty; how we remove or minimise disadvantage and take steps to meet different needs and encourage participating when it is proportionately low. We record and analyse the progress and attainment of all children, including vulnerable groups.

To help us in our work to advance equality of opportunity we have set ourselves some equality objectives determined by our scrutiny of information and data.

Our Head Teacher is responsible for the implementation of the Equality Act 2010 and the Governing Body is responsible for making sure that school policies and procedures comply with the Act. Staff and Governors are involved in the monitoring of our policies, procedures and practice to make sure our school continues to be an inclusive, accessible, safe and welcoming environment for all.