



Ruardean C of E Primary School

Love of Learning – Love of Life – Love of One Another
Matthew ch22 v33-40

Single Equality Policy – Ensuring Equality and Valuing Diversity

Policy Reviewed:	Annual
By:	Performance, Standards & Community Committee
Agreed:	19/03/25
Next Review:	March 2026
Policy Owner	Headteacher

Related Policies/Documents:

- Behaviour Policy and Anti-Bullying Policy
- Pay Policy
- Safer Recruitment Policy
- Collective Worship
- SEND Policy

1 Purpose of this policy

The purpose of this policy is to ensure The Equality Act 2010 is adhered to. The Equality Act 2010 was introduced to ensure protection from discrimination, harassment and victimisation on the grounds of specific characteristics, often referred to as protected characteristics. There are nine protected characteristics: age, sex (gender), race, disability, religion or belief, gender reassignment, sexual orientation, marriage and civil partnership, pregnancy or maternity.

The Act requires all public organisations, including schools, to comply with the Public Sector Equality Duty. This requires all public organisations, including schools to:

- Eliminate unlawful discrimination, harassment and victimisation.
- Advance equality of opportunity between different groups.
- Foster good relations between different groups.

1.1 How we ensure equality and value diversity

We are committed to giving all our pupils every opportunity to achieve the highest of standards, regardless of age, gender, ethnicity, attainment, ability or background. The school has an inclusive ethos and works in partnership with children, parents and other agencies to provide the best possible educational outcomes. We have high expectations of all our children and where needed, provide additional support to ensure they reach their full potential.

We are committed to ensuring our pupils and staff are treated fairly and that our school environment is free of discrimination, bullying and harassment.

1.2 Eliminate unlawful discrimination, harassment and victimisation

In fulfilling our duties, the school ensures:

- our admissions arrangements are fair, transparent and non-discriminatory;
- our school site is accessible and that reasonable adjustments are made to support pupils, staff and visitors who are less able;
- staff are not discriminated against when it comes to employment, promotion or training opportunities;
- equality issues are considered in the development and review of our policies and/or procedures;
- equality and diversity are actively promoted through the curriculum and by creating an environment which champions respect for all.

1.3 Advance equality of opportunity between different groups

- We know the needs of our pupils and we collect and analyse pupil tracking data in order to inform our planning and ensure we meet the needs of all pupils.
- We ensure all pupils are able to access a broad and balanced curriculum.
- We collect data and monitor progress and outcomes of different groups of pupils and use this data to support school improvement. We take targeted action to close in attainment, for example, literacy and numeracy strategies for those who are making slower progress than expected.
- We collect and analyse data in relation to attendance and exclusions.

1.4 Foster good relations between different groups

- We prepare our pupils for life in a diverse society and ensure that there are activities across the curriculum that promotes their spiritual, moral, social and cultural development.
- We teach about difference and diversity and the impact of stereotyping, prejudice and discrimination.
- We use materials and resources that reflect the diversity of the school, population and local community in terms of race, gender, sexual identity and disability, avoiding stereotyping.
- We promote a whole school ethos and challenge prejudice based on language, attitudes and behaviour.
- We provide opportunities for pupils to appreciate their own culture and celebrate the diversity of other cultures.
- We include the contribution of different cultures to world history and current affairs.
- We provide opportunities for pupils to listen to a range of opinions and empathise with different experiences
- We promote positive messages about equality and diversity through displays, assemblies, visitors, whole school events.

2 Ensuring equality for staff

- We are committed to the implementation of equal opportunities principles and the monitoring and active promotion of equality in all aspects of staffing and employment.
- All staff appointments and promotions are made on the basis of merit and ability and in compliance with the law.

- We strive to ensure that we eliminate discrimination and harassment in our employment practice and actively promote equality across all groups within our workforce.
- We respect the religious beliefs and practice of all staff, pupils and parents, and comply with reasonable requests relating to religious observance and practice.
- We ensure that all staff receive appropriate training and opportunities for professional development, both as individuals and as groups or teams.

3 Roles and responsibilities

We expect all members of the school community and visitors to the school to support our commitment to promoting equalities and valuing diversity. Where necessary, we will provide training, guidance and information to enable them to do this.

3.1 Governors

The Governing Body is responsible for ensuring that the school complies with legislation and implements agreed policy. The Governing Body and its committees review the school's commitment to ensuring equality and valuing diversity under review, e.g. in terms of standards, curriculum, admissions, exclusions, personnel issues and the school environment.

3.2 Headteacher and Senior Leadership Team

The Headteacher is responsible for implementing this policy and for ensuring that all staff are aware of their responsibilities and given appropriate training and support. The Headteacher and Senior Leadership Team are also responsible for taking appropriate action in any cases of unlawful discrimination, harassment, and victimisation.

3.3 Teaching and Support Staff

All teaching and support staff will:

- promote an inclusive and collaborative ethos in their classroom.
- challenge prejudice and discrimination, dealing fairly with any issues that arise.
- plan and deliver lessons that reflect the school's values and ethos.
- support different groups of pupils in their class through scaffolding and differentiated planning and teaching.