

ST MARY OF THE ANGELS SINGLE EQUALITY POLICY 2017-18

OVERVIEW

The Single Equality Act which came into place Oct 1st 2010 brought together the duties that are already set out set out in our Race, Disability and Gender policies into one single Equality Duty. This policy is written to bring together and harmonise those three policies. 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. In this school we will ensure that at every level, in all our work and throughout all aspects of the school community and its life, all will be treated equally.

OBJECTIVES

1. To ensure that all learners have equal access to a rich, broad, balanced and relevant curriculum.
2. To advance equality of opportunity by ensuring that teaching, learning and curriculum promote equality, celebrate diversity and promote community cohesion by fostering good relations.
3. To eliminate any discrimination, harassment and victimization. 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.
4. To recognize, celebrate diversity within our community whilst promoting community cohesion.
5. To ensure that those with management responsibility and individual members of staff, accept responsibility for planning teaching, learning and curriculum apply this policy to all we do.
6. To ensure that learners and parents are fully involved in the provision made by the school and to increase transparency.
7. To ensure that within the school budget, adequate funding is provided to underpin this policy and that intervention, positive action and preventative action is funded where needed.

STRATEGIES

1. Monitoring, evaluation and review carried out by the Leadership Team will ensure that procedures and practices within the school reflect the objectives of this policy.
2. Parents and governors will be involved and consulted about the provision being offered by the school.
3. Teachers will ensure that their planning, teaching and learning takes account of this policy and they will see that the equity duty underpins all their work.
4. The diversity within our school and the wider community will be viewed positively by all and this diversity will be recognized as a positive, rich resource for teaching, learning and the curriculum.
5. INSET opportunities will be provided for staff, to raise awareness of their Equality Duty and provide them with the knowledge, skills and understanding they need to meet the requirements of this policy.
6. Active contributions will be sought of parents and others to enrich teaching, learning and the curriculum.
7. The positive achievements of all pupils will be celebrated and recognized.

OUTCOMES

This policy will play an important 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 all the reasonable adjustments necessary to promote equal opportunity and equal treatment of all members of the school community. We are committed to meeting the individual needs of each child and we will take full account their age, disability, gender, gender-identity, race, religion or belief and sexual orientation in accordance with the requirements of The Single Equality Act 2010.

Revised and adopted by the Governing Body ...autumn 17 – review in autumn 2018

Update 2017-18

1. The curriculum has been updated this year, with, again, a commitment to a broad, balanced, rich curriculum
2. Links with countries abroad have been strengthened in the past few years (eg Tanzanian and Spanish exchanges) – in the case of the Spanish exchange, with pupils from each country travelling to the other now, extending global learning and understanding each other's cultures. Staff/students visit each other in their schools, and share good practice/spread the 'global word' to each other's school.
3. New legislation being followed, on Diocesan advice, eg, to prevent discrimination on sexual orientation

4. All DDA requirements still being followed; new literature purchases this year have presented positive stereotypes; success in gender varied sport eg one of our best footballers is a girl and playing for Everton; and continued study of multi-faith topics, via the Chester Multicultural centre, where we hire teaching equipment etc.
5. The headteacher went on training in 2017-18 to understand more about discrimination issues around; race/ethnic origin; religion; gender identity; sexual orientation; disability; and other characteristics. This is jointly hosted by Cheshire Police and the CWAC Safeguarding Team. Outcomes will be fed back and implemented in school in autumn 2017.
6. The school website has been update for parents with information/direct web links about; 'Prevent'; female genital mutilation; forced marriages; gender issues; child sexual exploitation; and other equality related issues. Parents received a text asking them to read this carefully.

ACTION PLAN 2017-18

1. Curriculum materials are now in place, following the equality training in 2017, which mean that pupils at KS1 and 2 will be addressing issues such as single sex families, looked after children and disability, using video experiences from individual children. **ACTION;** Feedback on progress of these Espresso materials at staff meeting in 2017 Pupil Progress Meetings.
2. Staff have worked on materials from Stonewall, in order to be able to respond to any questions and misconceptions around gender and sexuality issues. **ACTION;** Any staff concerns to be directed to Rob, recorded via CPOMS, in order to build up an incident log. Look for patterns in July 17.
3. The website has been updated again for families with the latest NSPCC information around child protection and related issues; and new posters are now on our boards for Childline, with the phone number. This will be revisited at the governor/headteacher Safeguarding Assembly in autumn 17 **ACTION;** Report back issues from this assembly