

Moss Side Primary School **Single Equality Policy.**

1. Introduction.

This policy outlines the commitment of the governors and staff of the school to eliminating all forms of discrimination, harassment and victimisation; promoting equality of opportunity and fostering good relations. For our school this means not simply treating everybody the same, but understanding and tackling the different barriers which could lead to unequal outcomes for different groups in school, celebrating and valuing the equal opportunity achievements and strengths of all members of the school community.

This policy applies to the whole school community. It has been drawn up as a result of the outcomes of a transparent process and through consultation. This policy will be reviewed and updated as necessary by the governing body on an annual basis.

2. Statement of principles.

In accordance with our mission statement we pledge:

- to respect the equal human rights of all our pupils;
- to educate them about equality; and
- to respect the equal rights of our staff and other members of the school community.

We believe that equality at our school should permeate all aspects of school life and is the responsibility of every member of the school and wider community. Every member of the school community should feel safe, secure, valued and of equal worth. At this school equality is a key principle for treating all people fairly and creating a society in which everyone has the opportunity to fulfil their potential, irrespective of their:

- age
- disability
- gender re-assignment
- marriage or civil partnership status
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation
- socio-economic background

Our admissions arrangements are fair and transparent. We are committed to providing a working environment free from discrimination, bullying, harassment and victimisation. We aim to recruit an appropriately qualified workforce and establish a

governing body that is representative of all sections of the community in order to respect and respond to the diverse needs of our population.

We aim to provide our pupils with the opportunity to succeed and to reach the highest level of personal achievement. The achievement of pupils will be monitored – where appropriate – in light of the protected characteristics outlined in the Equality Act 2010 (see list above). We will use the analysis of this data to support pupils, raise standards and ensure inclusive teaching.

3. Roles and responsibilities.

The governing body will ensure that the school complies with statutory requirements in respect of this policy.

- The **headteacher** has day-to-day responsibility for co-ordinating the implementation of this policy and will ensure that staff are aware of their responsibilities, that they are given necessary training and support and report progress to the governing body.
- All **staff** will promote an inclusive and collaborative ethos in the school, challenge inappropriate language and behaviour, respond appropriately to incidents of discrimination and harassment, ensure appropriate support for children with additional needs and maintain a good level of awareness of equalities issues.
- All **members of the school community** have a responsibility to treat each other and staff with respect, to feel valued and to speak out if they witness or are subject to any inappropriate language or behaviour.
- We will take steps to ensure all **visitors** to the school adhere to our commitment to equality.

4. Equal opportunities 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. As an employer we need to ensure that we eliminate discrimination and harassment in our employment practice and actively promote equality across all groups within our workforce. All those involved in recruitment and selection are appropriately trained and aware of what they should do to avoid discrimination and ensure good equality practice through the recruitment and selection process.

5. Equality objectives.

Following a thorough and transparent consultation process the following Equality Objectives have been set.

- To increase the attainment of summer born boys in their Reception year in respect of speaking and listening.
- To nurture children from socially disadvantaged backgrounds and to offer parenting support to families as required.
- To offer counselling to children who have suffered significant trauma.

- To ensure all modifications are made to the school building and staffing to allow full inclusion and access for disabled children.

6. Measuring the impact of this policy.

This policy will be evaluated for its impact on pupils, staff, parents and carers from the different groups that make up our school. In line with legislative requirements, we will review our published equalities information annually and evaluate the impact of actions taken against our published objectives. The objectives will be published at least once every four years.

This policy should be read alongside the;

Community Cohesion Policy

SEN Policy

Access to Education for children with medical needs policy.

Anti-Bullying Policy