

## The Equality Act

The Equality Act 2010 amends the Sex Discrimination Act to place a statutory duty on us, when carrying out our functions, to have due regard to the need:

- To eliminate unlawful discrimination and harassment
- To promote equality of opportunity between men and women

This scheme outlines how we fulfil this duty, including a set of specific measurable targets.

## School Aims

- **Feels valued as individuals**
- **Has high expectations of themselves and each other**
- **Show respect for themselves, each other and the world we live in**
- **Is equipped academically, emotionally, spiritually, physically and socially to succeed now and in future life**
- **Understand Respect and Model our Christian Values**

This scheme sets out our commitment to promoting equality and eliminating sexual discrimination and harassment.

At Mottram C of E Primary school we will continuously strive to ensure that everyone is treated with respect and dignity. **Each person will be given fair and equal opportunities to develop their full potential regardless of their gender, ethnicity, culture and religious background, sexuality, transgender, disability or special educational needs and ability.**

The school will work actively to promote equality and foster positive attitudes and commitment to an education for equality.

This we will do by:

- Treating all those within the school community (e.g. pupils, staff, governors, parents and the outside community) as individuals with their own particular abilities, beliefs, challenges, attitudes and backgrounds
- Maintaining a school ethos which promotes equality, develops understanding and challenges, myths, stereotypes, misconceptions and prejudices
- Encouraging everyone in our school community to gain a positive self image and high esteem
- Having high expectations of everyone involved with the whole school community
- Promoting mutual respect and valuing each other's similarities and differences and facing equality issues openly and honestly
- Identifying, challenging and removing all practices, procedures and customs which are discriminatory and replacing them with practices that are fair to all
- Monitoring, evaluating and reviewing all the above to secure continuous improvement in all that we do

## **Roles and Responsibilities**

This equality scheme links to other policies and action plans that the school produces including the School Improvement Plan.

This equality scheme outlines the roles and responsibilities of everyone involved and connected with the school so that each person knows what is expected of them. Promoting equality and raising the achievement of all.

## **Responsibilities**

One named governor takes the lead, but the **governors** as a whole are responsible for:

- drawing up, publishing and implementing the school's equality policy
- making sure the school complies with the relevant equality legislation; and
- making sure the school Equality Policy and its procedures are followed
- monitoring progress towards the equality objectives and reporting annually

The **Head teacher** is responsible for:

- making sure steps are taken to address the school's stated equality policy;
- making sure the equality, access and community cohesion plans are readily available and that the governors, staff, pupils, and their parents and carers know about them;
- making sure all staff know their responsibilities and receive training and support in carrying these out; and
- taking appropriate action in cases of harassment and discrimination, including prejudice-related incidents.
- anticipating and enabling reasonable adjustments to be made, in relation to disability, in regard to students, staff, parents / carers and visitors to the school.

**All staff** are responsible for:

- promoting equality and community cohesion in their work;
- avoiding unlawful discrimination against anyone;
- fostering good relations between groups; and
- dealing with prejudice-related incidents;
- being able to recognise and tackle bias and stereotyping;
- taking up training and learning opportunities.

**Visitors and contractors** are responsible for:

- following relevant school policy

## **Publication and review**

This Equality Policy fulfils statutory requirements under the terms of legislation referred to above. As it is a public document, the school governors publish it by making it available as paper document on request and on the school website

The scheme will be kept under regular review for three years and then replaced in April 2015.