

Fishwick Primary School



EQUALITY STATEMENT

OVERVIEW

The Single Equality Act which came into place Oct 1st 2010 brought together the duties that are already set out in our Race, Disability and Gender policies into one single Equality Duty. This statement 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

- To ensure that all learners have equal access to a rich, broad, balanced and relevant curriculum.
- To advance equality of opportunity by ensuring that teaching, learning and curriculum promote equality, celebrate diversity and promote community cohesion by fostering good relations.
- 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.
- To recognise, celebrate diversity within our community whilst promoting community cohesion.
- 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.
- To ensure that learners and parents are fully involved in the provision made by the school and to increase transparency.
- 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

- Monitoring, evaluation and review carried out by the Leadership Team will ensure that procedures and practices within the school reflect these objectives.
- Parents and governors will be involved and consulted about the provision being offered by the school.

- Teachers will ensure that their planning, teaching and learning takes account of this and they will see that the equity duty underpins all their work.
- The diversity within our school and the wider community will be viewed positively by all and this diversity will be recognised as a positive, rich resource for teaching, learning and the curriculum.
- INSET opportunities will be provided for staff, to raise awareness for their Equality Duty and provide them with the knowledge, skills and understanding they need to meet the requirements of this policy.
- Active contributions will be sought of parents and others to enrich teaching, learning and the curriculum.
- The positive achievements of all pupils will be celebrated and recognised.

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 favorably 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.

This document links to the following policies:

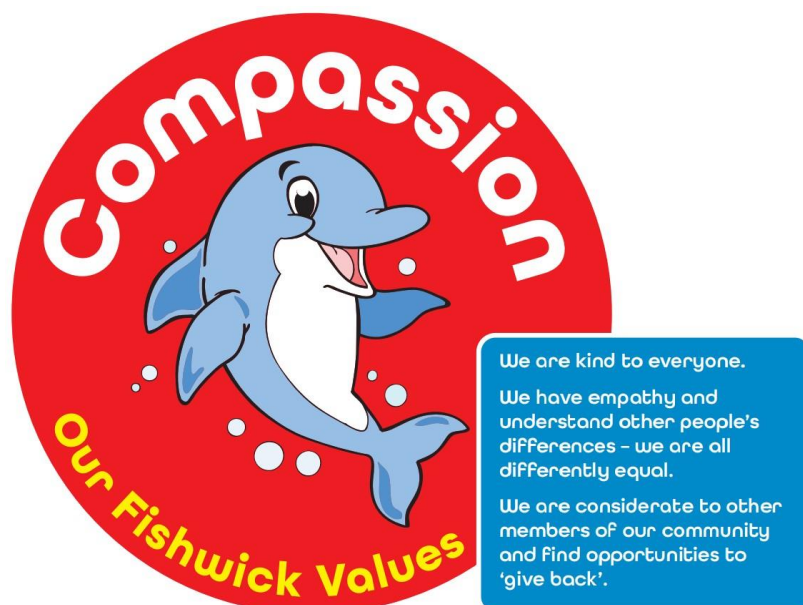
- Accessibility plan
- Risk assessments
- Equalities Action Plan

Fishwick Primary School



Equalities Action Plan 2018-19 Evaluation

Objective	Lead	Evaluation (December 2019)
1. To ensure that resources (particularly books) are chosen to reflect a more diverse population – especially more varied ethnic groups, different types of families, and people of varying sexual orientations.	Vicki Conway	This has been started and is an on-going feature of purchasing new resources.
2. To update / create a school accessibility plan.	Helena Garnham	This was adopted by governors on 25/2/19 and is on the school website.
3. To advance equality of opportunity by ensuring that our curriculum promotes equality and community cohesion and celebrate diversity.	Vicki Conway	<p>As a school we have introduced a new PSHE scheme (Jigsaw) which is fully inclusive. We are in the process of re-structuring our curriculum and our curriculum Intent looks to “to meet the diverse needs of our community”. We have also introduced our new core values including compassion which encourages this (see below).</p> <p>VC is also completing The Live Equal, Learn Equality programme to support this.</p>



Equalities Action Plan 2020-24

Objective	Lead	Evaluation (December 2024)
To build on the success of objective one last year, and further develop the school's resources to reflect a more diverse population.	Vicki Conway	
The RSE curriculum is effectively delivered to all pupils in line with best practice principles, including being inclusive of LGBT people and relationships throughout.	Vicki Conway & Kirsty King	
To ensure our school environment reflects the diversity of our community and provides diverse role-models.	Vicki Conway	