

# Ightham Primary School



## Equality Policy

Next Review Date	December 2022
Committee responsible	Full Governing Body

Version	Ratified by	Date	Signed
1:0	Full Governing Body	23 <sup>rd</sup> November 2021	

# Policy for Equality – Ightham Primary School

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## Protected Characteristics

The Equality Act (2010) was introduced to combine the Sex Discrimination Act 1975, Race Relations Act 1976 and Disability Discrimination Act 1995. Previously public bodies were bound by these three sets of duties to promote disability, race and gender equality. In April 2011 these were replaced by a single public sector equality duty (known as the PSED or the equality duty). This new duty extends to all the aspects of a person's identity that are protected under the Equality Act 2010. These are known as protected characteristics and are:

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation

## General duty

Public bodies including schools and settings have a general duty to have due regard when making decisions and developing policies, to:

- Eliminate discrimination, harassment, victimisation and other conduct that is prohibited by the Equality Act 2010.
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it.
- Foster good relations across all protected characteristics – between people who share a protected characteristic and people who do not share it.

## Specific duty

To help schools and maintained EYFS settings in England meet the general equality duty, there are two specific duties that they are required to carry out. These are:

- To publish information to demonstrate how they are complying with the equality duty.
- To prepare and publish one or more specific and measurable equality objectives.

At Ightham Primary School, our Vision and Aims ensure that every pupil and teacher is given an equal opportunity. In addition, each individual is entitled to learn, teach or work in a supportive environment and to benefit from the diversity of our school community. To meet these aims, we are committed to:

- Equal access and treatment for everyone
- Being responsive to changing needs
- Educating and informing children, staff and parents about the issues in this policy
- Avoiding prejudice
- Promoting mutual respect, regardless of differences
- Working to an agreed code of conduct which can be modified, monitored and evaluated in accordance with current best practice in the area of equal opportunities

## Objectives

To promote a positive self-image in all children and to respect their individuality, providing for all pupils according to their needs

To ensure equality of opportunity permeates the whole curriculum and ethos of the school

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In delivering the curriculum, ensure it contains non-stereotypical images in order to overcome preconceived ideas of gender, ethnic origin, culture or religion

- To include in resources: books, materials and equipment that are multicultural and non-sexist, providing positive images of all groups
- Ensure that the organisation of the school is sensitive to the needs of all
- To acknowledge the richness and diversity of British society and to help prepare children for their part in that society
- To develop a positive attitude to equal opportunity by all staff, parents, helpers, governors, children and all who participate in the school.

## **Direct and Indirect Discrimination**

In most cases, the nature of less favourable treatment will be clear and common sense will dictate the necessary action to take, usually after reference to the Head Teacher. However, indirect discrimination can be more difficult to detect. Examples include:

- An advertisement for new teaching staff which requires “applicants to be more than 5’10” tall”. This is unlawful sex discrimination as the majority of women are under 5’10” in height and would be denied the same opportunity as men.
- An admittance policy for pupils stating that “children must speak excellent English”. This is unlawful racial discrimination as it is likely to preclude candidates from other countries/races.

## **Staff**

Ightham Primary School values diversity amongst the staff. In all staff appointments, the most suitable candidate will be appointed on professional criteria and recruitment carried out in a manner consistent with equal opportunity practice.