



Little Hadham Primary School

Equality Policy

Agreed by the governing body September 2023
Review date September 2027

At Little Hadham Primary School we are committed to valuing and nurturing each child as an individual, enabling them to achieve their best and develop an enthusiasm for lifelong learning. Our vision for the children in our school is to grow into responsible, caring and fulfilled adults who actively and positively contribute to the society in which they live.

We are committed to raising standards, values and self-esteem for all those involved with our school through cultivating a secure, yet exciting environment that is positive, supportive, stimulating and enriching.

In this way, we are happy, valued and achieving together.

Introduction

We believe that all pupils and member of staff should have the opportunity to fulfil their potential whatever their background, identity and circumstance. We are committed to creating a community that recognises and celebrates differences with a culture of respect and cooperation. We appreciate that a culture which promoted equality will create a positive environment and a shared sense of belonging for all who work, learn and use the services of our school.

Policy Statement

1. The School acknowledges and welcomes diversity amongst pupils, staff, parents or carers and visitors.
2. The School does not discriminate against anyone, be they staff or pupils, on the grounds of their sex, race, age, colour, religion or belief, nationality, ethnic, national origins, disability, physical or mental abilities, sexual orientation, gender reassignment, pregnancy or maternity.
3. The School promotes the principles of fairness and justice for all through the education that is provided in our School.
4. The School ensures that all students have equal access to the full range of educational opportunities provided by the School.
5. The School is opposed to all forms of racism and xenophobia, including those forms that are directed towards religious groups and communities.
6. The School respects the religious beliefs and practices of all staff, pupils, parents and carers and complies with all reasonable requests relating to religious observance and practice.
7. The School ensures that all recruitment, employment, promotion and training systems are fair to all, and provides opportunities for everyone to fulfil their potential.
8. The School will make reasonable adjustments in order to:
 - increase access to the curriculum
 - improve access to the school buildings
 - improve the delivery of information

9. The School has an awareness of, and respects the impact of the menopause providing guidance where appropriate in relation to adjustments in the workplace or additional support.

National and legal context for diversity

The Equality Act 2010, the school has a Public Sector Equality Duty (PSED) that extends to all protected characteristics to show due regard to the need to:

- eliminate discrimination and other conduct that is prohibited by the Act
- advance equality of opportunity between people who share a protected characteristic and people who do not share it
- foster good relations across all characteristics – between people who share a protected characteristic and those who do not share it

Dealing with protected characteristic incidents

All incidents involving a protected characteristic are recorded on the school's incident sheet, reported and logged. Reports are made to the Governing body and the Local Authority, as well as discussed at the Senior Leadership Team level.

The School must ensure that pupils do not receive less favourable treatment because of a protected characteristic and to do this, the School has a duty to make reasonable adjustments.

Gender equality

The general duty to promote gender equality means that the School must show due regard to:

1. Eliminating unlawful discrimination and harassment; and
2. Promoting equality of opportunity between men and women, girls and boys.

The duty also includes the need to consider actions to address the causes of any gender pay gap.

Transgender

Transgendered people are explicitly covered by the gender equality duty. The term transgendered refers to a range of people who do not feel comfortable with their birth gender. The School respects the confidentiality of those seeking gender reassignment and will provide a supportive environment within its School community.

Community cohesion

The School also has a responsibility to promote community cohesion, developing good relations across different cultures, ethnic, religious and non-religious and socio-economic groups. We consider these priorities when reviewing our School Improvement Plan in order to facilitate the monitoring of our progress and performance in terms of meeting our objectives.

We recognize that our school has a responsibility for educating children who will live and work in a country which is diverse in terms of culture, religions or beliefs, ethnicities and social backgrounds. We understand that we already have a duty to eliminate unlawful discrimination and to promote equality of opportunity and good relations between people of different groups.