

Grove Street Primary and Nursery School



Grove Street, New Ferry, CH62 5BA

Headteacher: Mrs L Walsh

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SINGLE EQUALITY POLICY

OVERVIEW

This policy reflects the Single Equality Act 2010 which harmonises and replaces previous legislation including the Race Relations Act 1976, the Disability Discrimination Act 1995, the Gender Recognition Act 2004 and the Sex Discrimination Act 1975. This policy therefore supersedes all previous school policies on Disability, Ethnicity and Gender.

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 it's life, everyone 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 the curriculum promote equality, celebrate diversity and promote community cohesion by fostering good relations.
- To eliminate any discrimination, harassment and victimisation. 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 recognize and celebrate diversity within our community whilst promoting community cohesion.
- To ensure that this policy is applied to all we do.
- To ensure that pupils and parents are fully involved in the provision made by the school.
- To ensure that within the school budget, adequate funding is provided to underpin this policy and that intervention, positive and preventative action is funded where needed.

STRATEGIES

- Monitoring, evaluation and review undertaken by the Leadership Team will ensure that procedures and practices within the school reflect the objectives of this policy.
- 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 opportunities take account of this policy.
- 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. Active contributions will be sought of parents and others to enrich teaching, learning and the curriculum.



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- Professional development opportunities will be provided for staff to raise awareness of their Equality Duty and provide them with the knowledge, skills and understanding they need to meet the requirements of this policy.
- The positive achievements of all pupils will be recognised and celebrated.

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 favourably as others.
- The school will make all the 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 of their age, disability, gender, gender-identity, race, religion or belief and sexual orientation in accordance with the requirements of The Single Equality Act 2010.

