

## Equality Duty Statement

### OVERVIEW

This policy reflects the [The Equality Act 2010](#), and [The Equality Act 2010 \(Specific Duties\) Regulations 2011](#). This policy supersedes all previous school policies on Disability, Ethnicity (i.e. Race) and Gender.

This document is also based on Department for Education (DFE) guidance: [The Equality Act 2010 and schools](#).

At Andrews Lane we will ensure that at every level, in all our work and throughout all aspects of the school community and its life, everyone will be treated equally. This Equality Policy summarises the school's approach in ensuring equality for all.

### OBJECTIVES

Equality objective 2018-2022

- 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, 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 necessary.

The Equality Act 2010 requires schools to publish specific and measurable equality objectives. Our objectives are based on our analysis of data and other evidence. We focus on those areas where we have agreed to take action to improve equality and tackle disadvantages. We will regularly review the progress we are making to meet our equality objectives.

At Andrews Lane School we recognise the importance of equality of opportunity for all staff and users of our public service. To promote and advance equality of opportunity we will:

- Ensure that every employee is treated fairly at work and will not receive less favourable treatment on the grounds of age, disability, gender, marital status, sexual orientation, race, colour, nationality, ethnic or national origin or any other grounds which cannot be justified.
- We commit to removing disadvantage, meeting needs and encouraging participation with regard to individuals including staff and service users who have protected characteristics documented in the Equalities Act.

We aim that all of our children succeed in line with their peers regardless of gender, ethnicity, socio-economic group or disability. We aim to have all our children in attendance as often as possible so as to ensure the best possible progress for all.

## GOOD PRACTICE

- We strive to achieve a cohesive community and expect that children respect one another and behave with respect to one another, and that their parents feel fully engaged in the school.
- We aim to enhance a wider sense of community locally, as well as in the context of the UK and the World communities.
- We support the UN Convention on the Rights of the Child, the UN Convention on the Rights of People with Disabilities, and the Human Rights Act 1998. Through our policies and actions we undertake to ensure that every child and young person is healthy, safe, is able to enjoy and achieve in their learning experience, and is able to contribute to the wider community.
- We consider it prudent and sensible to maintain the practice of logging racist incidents and reporting them to the local authority. We monitor and log incidents that discriminate against children and young people or adults in our school with protected characteristics, e.g. homophobic bullying. We also monitor and log bullying incidents, particularly those directed towards those with special educational needs.

## STRATEGIES

- Monitoring carried out 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 the teaching and learning takes account of this policy.
- The diversity within our school and the wider community will be viewed positively by all.
- Diversity will be recognised as a positive, rich resource for teaching, learning and the curriculum.
- Professional development opportunities will be provided for staff to provide them with the knowledge, skills and understanding they need to meet the requirements of this policy.
- Contributions will be sought from 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 favourably as others.
- The school will make all reasonable adjustments 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 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 Equality Act 2010.
- To ensure that our recruitment procedures reflect a non-discriminatory base as outlined above.

This policy will be reviewed every four years by the Governing Body, as part of its monitoring cycle.

Mrs E Devally  
Headteacher