

## WILLOW LANE COMMUNITY PRIMARY SCHOOL EQUALITY STATEMENT



### Mission Statement

The children are at the heart of everything we do at Willow Lane Community Primary School and they are happy, creative and achieving well academically. They are encouraged to learn to the best of their abilities and we also want them to have fun along the way – to understand nature by growing vegetables and exploring the wildlife area, to develop confidence through drama and singing, to nurture independence through problem-solving and to develop positive human values by caring for each other and making links in the local community which we are proud to serve. We know that children learn – academically, socially and morally – when they are emotionally engaged and that is why we ‘teach to the heart’.

Date written	January 2017
Written by:	Mel MacKinnon
Date approved by staff:	January 2017
Date Formally Approved by Governors	23 <sup>rd</sup> February 2017
Date Policy became effective	January 2017
Review Date	January 2021
Date added to Website:	January 2017

**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:**

1. To ensure that all learners have equal access to a rich, broad, balanced and relevant curriculum.
2. To advance equality of opportunity by ensuring that teaching, learning and curriculum promote equality, celebrate diversity and promote community cohesion by fostering good relations.
3. 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.
4. To recognize and celebrate diversity within our community whilst promoting community cohesion.
5. To ensure that all staff accept responsibility for applying this policy to all we do.
6. To ensure that learners and parents are involved in the educational provision made by the school.
7. 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:**

1. Monitoring, evaluation and review carried out by the Leadership Team will ensure that procedures and practices within the school reflect the objectives of this policy.
2. Governors and parents will be involved and consulted about the provision being offered by the school.
3. Discrimination will be tackled in line with the Behaviour and Anti-Bullying Policies. The Governors will be informed termly of incidents and how these have been dealt with.
4. Teachers will ensure that their planning, teaching and learning takes account of this policy and they will see that the equality duty underpins all their work.
5. 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. The curriculum will provide links and educational experiences which celebrate diversity in the community eg through visiting places of worship from different religions.
6. Active contributions will be sought from members of the community and others to enrich teaching, learning and the curriculum.

7. Diversity and Tolerance (a recognised British Value) will be directly taught and referenced through Values Education and Assemblies.
8. CPD 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.
9. 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 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.