



Equality			V1.2
	Date	Name	Notes
Drafted	16 <sup>th</sup> Jun 2009	B.Mullany	Creation of integrated equality policy to encompass race, gender, sexual orientation and disability equality
Adopted	23 <sup>rd</sup> Jun 2009	PFM	
Reviewed	23 <sup>rd</sup> Jan 2014	PFM	
Reviewed	25 <sup>th</sup> Jun 2017	PFM	
Reviewed			
This policy will be reviewed every 3 years			

## Aims and Values

Lytchett Matravers Primary School recognises that it has a responsibility to build an environment in which all children, staff, parents and carers are treated equally and valued. No discrimination on account of age, disability, race, faith or belief, gender or sexual orientation shall be shown against any person.

The school adopts Dorset Joint Equality Scheme . As stated in this document, we recognise that equality and diversity is not about treating everyone in the same way, but about recognising and valuing difference, as well as recognising and addressing inequalities and disadvantage.

The school is committed to the elimination of discrimination, and equal treatment of all pupils and the promotion of positive images of diversity. This applies at all Key Stages and within all activities. No aspect of school life is excluded.

## Leadership and Management

Employees are responsible for ensuring that this policy is translated into action. Breaches of this policy will be treated seriously. The Headteacher has overall responsibility to ensure this policy is communicated and consistently applied. All employees are responsible for ensuring that they work together to recognise and remove barriers to equality and behave in accordance with this policy.

If anyone at the school becomes aware of a difference between procedure and this policy, please bring this to the attention of the Headteacher or Chair of Governors. This can then be brought forward into the process for review and amendment.

## Related Policies and Plans

The School will develop and maintain a Disability Equality Scheme and a Race Action Plan to set out in detail the steps to be taken to ensure that this policy is implemented thoroughly and that the school meets its obligations under The Equality Act 2010 .

## Equality Standards

The school will:

- Promote diversity and equality through the curriculum;
- Ensure that teaching methods and plans take into account ethnicity, background, language and disability needs at the whole school, class and individual level;
- Encourage all children to participate equally in all school activities irrespective of age, disability, race, faith or belief, gender or sexual orientation;
- Provide open access to all extra-curricular clubs and activities unless there are clear and documented pastoral or educationally justifiable criteria for limiting access to specified groups;
- Ensure that age expectations are not an inhibitor to individuals' attainment and progress;
- Recognise that assessment may create a need for positive discrimination to improve development and progression opportunities;

- Handle sensitively allegations of discrimination or bullying providing appropriate support to the alleged pupil in accordance with the school's Behaviour and Bullying policy;
- Ensure all reasonable efforts will be made to help pupils who are or become disabled to remain in mainstream education;
- Ensure that policies, procedures and practices do not infer any discrimination against parents/carers and ensure that parents/carers have equal access to the services and information available irrespective of age, disability, race, faith or belief, gender or sexual orientation;
- Actively promote involvement of parents and carers from minority groups in the school.

## **Monitoring and Review**

To support the management, monitoring and review of this policy, the school will:

- Maintain an up to date and accurate profile of its pupils and staff by ethnic group, gender and disability;
- Analyse and publish attainment and other performance information by ethnicity, gender and disability to identify disparities and investigate possible causes;
- Ensure that staff respond fairly and consistently to incidents motivated by discrimination and keep a record of all such incidents;
- Undertake a formal review of this policy as required by regulation and, at a minimum, on a three yearly cycle.