

The Quinta Primary School

Equality Information and Objectives Policy

Approved by:	SLT - September 2021
Last reviewed on:	September 2021 by S.Stones
Next review due by:	September 2025

Changes since last review

September 2021	
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Legislation

The Equality Act 2010 ('the Act') provides a modern, single framework within three broad duties:

- Eliminate discrimination
- Advance equality of opportunity
- Foster good relations

The Quinta recognises and fully understands the principle of the Act and the work needed to ensure that those with protected characteristics are not discriminated against and are given equality of opportunity.

Intent

It is the policy and vision of The Quinta to promote equality, diversity and tolerance in all areas of our life and school community. We will not tolerate any level of discrimination on unlawful or unfair grounds. All will be treated equally and given equal access to the curriculum and life of the school. Our intention is to create a school community where all pupils and staff thrive. Diversity and differences are valued and respected and we value the richness that all of us add to our school life and learning. Our curriculum is planned in a way so that diversity is celebrated and reflective of the world in which we live.

Protected characteristics

The Equality Act (2010) is a key part of our learning within school. In this legislation the concept of a protected characteristic was introduced. This is an aspect, or characteristic of a person's identity which is protected by law from discrimination. The following are the nine protected characteristics recognised by the Equality Act (2010).

- Age
- Disability
- Race, colour, nationality or ethnicity
- Sex

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- Gender reassignment
- Maternity and pregnancy
- Religion and belief
- Sexual orientation
- Marriage and civil partnership

Objectives

Objective 1

To ensure that provision is tailored to meet the needs of the children in order to ensure that all pupils have access to all parts of the curriculum especially those with special educational needs or pupil premium.

Rationale

One of our whole school developments is to ensure that progress and attainment gaps are closed between different groups so that all pupils achieve. Subject leaders have begun to make whole school adaptations to teaching and learning to ensure that all pupils can achieve. Our objective is for that become embedded and a clear strength of the school.

Objective 2

- To further raise awareness and increase the understanding of staff and children with regards to the 9 protected characteristics.

Rationale

The school has recently introduced the 'No Outsiders' approach which teaches pupils about the protected characteristics and the Equality Act. We want pupils to have a clear understanding of the world around them even if it is not directly reflected within their own locality.

Objective 3

- To further enhance diversity within the curriculum and school environment, with particular emphasis upon communities outside of the immediate catchment.

Rationale

We are continually updating our curriculum to ensure that it is as reflective as possible of the diversity of society. Our RE curriculum covers a wide range of religions and includes alternative belief systems. Our picture books used to teach PHSCE through our No Outsiders approach reflect the diversity of society - and more are being added. We need to continue to ensure that we reflect and adapt our subject curricula to be as reflective of all groups and communities.

Strategies

The following strategies are implemented to ensure that we as a school are consistently reviewing our practice and ensuring equality of opportunity.

1. Monitoring and evaluation of the curriculum and planning across subjects to ensure that procedures and practices reflect the objectives of this policy.
2. Staff are well trained in equality and diversity and ensure that equality and accessibility for all underpins all of their work.
3. Parents are involved and consulted about the provision offered by the school.
4. Equality is a key aspect of our curriculum through our PHSCE curriculum, our adoption of the 'No Outsiders' approach and through the representation of diversity throughout the curriculum.



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- Everyday Excellence
- Authentic Care
- Independence
- Opportunity

5. The positive achievements of all pupils will be celebrated.

Outcomes

This policy plays a key role in the educational development of individual pupils. From ensuring that all stakeholders adhere to this policy and work within the key objectives, it will ensure that all pupils are treated favourably and that school makes all the reasonable adjustments necessary to create community cohesion and equality. All members of the school community will be treated as equal and valued members.