

Oxford Grove Primary School  
Single Equality Policy  
September 2019.

### Justification

The Single Equality Act which came into place Oct 1<sup>st</sup> 2010 brought together the duties that are already set out set out in our Race, Disability and Gender Equality policies into one single Equality Duty. This policy 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. At Oxford Grove Primary 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.

### Aims

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 the curriculum promote equality, celebrate diversity, keep children safe and promote community cohesion by fostering good relationship.
3. To recognise, celebrate diversity within our community whilst promoting community cohesion.
4. To ensure that those with management responsibility and individual members of staff accept responsibility for planning teaching, learning and curriculum apply this policy to all we do.
5. To ensure that learners and parents are fully involved in the provision made by the school and to increase transparency.
6. 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.

### Statements

1. Monitoring, evaluation and review carried out by the Senior Leadership Team will ensure that procedures and practices within the school reflect the objectives of this policy.
2. Parents and governors will be involved and consulted about the provision being offered by the school.
3. The diversity within our school and the wider community will be viewed positively by all and this diversity will be recognized as a positive, rich resource for teaching, learning and the curriculum.
4. INSET 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.
5. Active contributions will be sought of parents/carers and others to enrich teaching, learning and the curriculum.
6. The positive achievements of all pupils will be celebrated and recognized.

### 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.

### Review

This document will be reviewed annually by the Head teacher, the staff and the Governing Board.

Miss N. Harvey.

To be reviewed in September 2020.