

GREENFIELD PRIMARY SCHOOL'S SINGLE EQUALITY POLICY

To be read in conjunction with the Equality Objectives

OVERVIEW

The Single Equality Act which came into place on 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 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. 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.

INTENT

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.
4. To ensure that no-one is unfairly or illegally disadvantaged as a consequence of their protected characteristics. Protected characteristics will be recognised and acceptance, taught as an embedded aspect in the curriculum and all aspects of the schools life and work. These protected characteristics will include: disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex; sexual orientation including homosexual, bi-sexual, trans-sexual.
5. To ensure that those with management responsibility and individual members of staff, accept responsibility for planning teaching, learning and curriculum, applying this policy to all we do.
6. To ensure that learners and parents are fully involved in the provision made by the school and to increase transparency.
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.

IMPLEMENTATION

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. Parents and governors will be involved and consulted about the provision being offered by the school.
3. 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.
4. 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.
5. 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.
6. Active contributions will be sought of parents and others to enrich teaching, learning and the curriculum.
7. The positive achievements of all pupils will be celebrated and recognised.

IMPACT

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. Under the 2010 Equality Act, all protected characteristics will be recognised and acceptance taught as an embedded aspect in all curriculum areas: disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex; sexual orientation.

This information was ratified by the Governing Body of Greenfield Primary School and Nursery.

Signed: _____ (Chair of Governors)
Mr Tony Wild

Signed: _____ (Headteacher)
Mr Mike Wood

Date: _____ Review Date: _____

Single Equality Policy			
Version	Date	Amended by	Comments
1	July 2013	Mike Wood, Headteacher	Reviewed and amended
2	December 2013	Mike Wood, Headteacher	Reviewed and amended
3	February 2014	Governing Body Meeting	Reviewed and Ratified
4	November 2015	Mike Wood, Headteacher	Reviewed and amended
5	December 2015	Governing Body Meeting	Reviewed and Ratified
6	May 2017	Mike Wood, Headteacher	Reviewed and amended
7	June 2017	Governing Body Meeting	Reviewed and Ratified
8	June 2019	Mike Wood, Headteacher	Reviewed and amended
9	February 2020	Rebecca Porter	Reviewed and amended
10	October 2020	Governing Body Meeting	Reviewed and Ratified
11	February 2024	Rebecca Porter	Reviewed and amended
12	March 2024	Governing Body Meeting	Reviewed and Ratified

Data Protection Statement

The procedures and practice created by this policy have been reviewed in the light of our Data Protection Policy. All data will be handled in accordance with the school's Data Protection Policy.

Data Audit For This Policy					
What ?	Probable Content	Why ?	Who ?	Where ?	When ?
<p>“To eliminate discrimination and advance equality of opportunity covering an expanded number of protected characteristics.”</p> <p>Responsibility of all to protect and safeguard the welfare of children and young people, through prevention, protection and support.</p>	<p>Protected Characteristics:</p> <p>Age Sex Race Disability Religion or Belief Sexual Orientation Gender Reassignment Pregnancy or Maternity Marriage and Civil Partnership</p>	<p>The Equality Act 2010</p> <p>Public Sector Equality Duty</p> <p>The Equality Act 2010 (Specific Duties) Regulations 2011</p> <p>Health Standards (England) Regulations 2003</p> <p>Children Act 1989.</p> <p>Human Rights Act 1998</p> <p>Data Protection Act 2018</p> <p>Keeping Children Safe in Education September 2018</p>	<p>All stakeholders</p> <p>Ofsted SEND DfE L.A. H.R. Government Census Workforce Census</p> <p>Transferred to new educational setting.</p>	<p>Completed electronically</p> <p>Information stored in line with School's Data Protection Policy</p> <p>Paper Version filed</p> <p>Cross Shredded at appropriate time</p>	<p>Held on file while policy is operational or linked to past decision making.</p> <p>Computer Retains Copy of Records in 'Archive'</p>

As such, our assessment is that this policy:

Has Few / No Data Compliance Requirements	Has A Moderate Level of Data Compliance Requirements	Has a High Level Of Data Compliance Requirements
		✓

