



Hutchinson Memorial CE First School

Equality Policy January 2019

Reviewed January 2019

Next review date January 2020

The Equality Act 2010 introduced a single Public Sector Equality Duty (PSED) which extends to all protected characteristics - race, disability, sex, age, religion and belief, disability, sexual orientation or gender reassignment. This means that, in carrying out its functions, Hutchinson Memorial CE First School will have due regard to, and commit itself to, the need to:

- (a) Eliminate discrimination and other conduct that is prohibited by the Act
- (b) Advance equality of opportunity between people who share a protected characteristic (see categories below) and people who do not share it
- (c) Foster good relations across all characteristics - between people who share a protected characteristic and people who do not share it.

The school will not discriminate against, harass or victimise any member of the school community:

- (a) in relation to admissions
- (b) In the way it provides education
- (c) In the way it provides access to any benefit, facility or service

and will not discriminate against a pupil or prospective pupil by treating them less favourably because of their:

- sex
- race
- disability
- religion or belief

The school will make reasonable adjustments to meet the needs of disabled pupils and implement an accessibility plan aimed at:

- (a) Increasing the extent to which disabled pupils can participate in the curriculum
- (b) Improving the physical environment of schools to enable disabled pupils to take better advantage of education, benefits, facilities and services provided
- (c) Improving the availability of accessible information to disabled pupils.

The school's leaders accept and welcome their responsibility to have due regard in decision-making and actions to the possible implications for pupils with particular protected characteristics. They will consider equality implications before and at the time that they develop policy and take decisions.

The school publishes information to exemplify how it is complying with the Public Sector Equality Duty, and its equality objectives and will gladly provide further information if requested.

How does the school eliminate discrimination and other conduct that is prohibited by the Act, advance equality of opportunity between people who share a protected characteristic and people who do not share it, and foster good relations between people who share a protected characteristic and people who do not share it?

The school does this by measures that include:

- (a) For pupils - implementation of policies on Equal Opportunities, SMSC, Special Needs, Behaviour, Anti-Bullying
- (b) For staff - implementation of policies on Equal Opportunities, Race Equality, Gender Equality, Recruitment and Selection, Pay
- (c) PSHE, RE, SMSC and other elements within the curriculum that promote friendship and understanding about cultures and lifestyles
- (d) Employing specialist staff to support pupils with special needs or disabilities, and implementing the school disability access plan
- (e) Monitoring of welfare, with intervention and support where required
- (f) Taking steps to meet the particular needs of pupils and parents or staff that have a particular characteristic.

Policy reviewed: January 2019

Approved by Full Governing Body: 12.02.19

Date of next Review: January 2020

Signed: *V Bennett*

Chair of Governors

Date: 12.02.19