

St Paul's CE (VC) First School Coven



Single Equality Policy
Updated May 2018

Review: May 2020

St Paul's CE First School
SINGLE EQUALITY POLICY
& Accessibility Plan

OVERVIEW

The Single Equality Act which came into place Oct 1st 2010 brought together the duties that are already set out in our Race, Disability and Gender policies into one single Equality Duty. The Single Equality Act combines the existing three duties into one new Equality Duty that covers all nine of the equality strands: age, disability, gender, gender-identity, race, pregnancy, maternity, religion or belief and sexual orientation. At St Paul's CE First 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.

OBJECTIVES

1. To ensure that all learners have equal access to a rich, broad, balanced and relevant curriculum and to foster good relations between all people.
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. To ensure that no-one is unfairly or illegally disadvantaged as a consequence of their age, disability, gender, gender-identity, sexual orientation, colour, race, ethnic or national origin, disability or religious beliefs.
4. To recognise and celebrate diversity within our community whilst promoting community cohesion.
5. 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.
6. To ensure that learners and parents are fully involved in the provision made by the school .
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.

STRATEGIES

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 equity 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 recognized as a positive, rich resource for teaching, learning and the curriculum.
5. CPD 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.

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 our school community. We are committed to meeting the individual needs of each child and we will take full account their age, disability, gender, gender-identity, race, religion or belief and sexual orientation.

Having 'due regard' at this school means consciously thinking about the three aims of the Equality Duty as part of the process of decision-making. (Appendix 1)

Further Improvement

Under the Equality Act 2010 due regard has been given to equality considerations when reviewing this policy in accordance with the requirements of The Single Equality Act 2010

This policy was agreed by Governors in Summer 2018

This policy will be reviewed in line with the school policy review schedule.

Accessibility Plan

Improving the Curriculum Access at St Paul's CE First School

Target	Strategy	Outcome	Timeframe	Achievement
All out-of-school activities are planned to ensure the participation of the whole range of pupils	Review all out-of-school provision to ensure compliance with legislation	All out-of-school activities will be conducted in an inclusive environment with providers that comply with all current and future legislative requirements	By Summer 2020	Increase in access to all school activities for all disabled pupils – including SEND children.

Improving the Delivery of Written Information

Target	Strategy	Outcome	Timeframe	Achievement
Make available school brochures, school newsletters and other information for parents in alternative formats.	Review all current school publications and promote the availability in different formats for those that require it.	All school information available for all.	By Summer 2020	Delivery of school information to parents and the local community improved.

Improving the Physical Access

Item	Activity	Timescale
Accessible car parking for disabled visitors.	Bays to be signed as part of work to improve access at front of school.	By Summer 2020