



ST STEPHEN'S CEVA PRIMARY SCHOOL, BATH

EQUALITIES POLICY

Including:

Implementation of the Equality Act

Disability Equality

Equal Opportunities

Race Equality

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1 RATIONALE

At St Stephen's we respect and value all members of our community. Our Core Value of Love is reflected in our policies, and our behaviour policy contains the specific expectation of 'kindness and respect' to ensure all children and adults actively promote this.

In line with The Equality Act 2010, we are committed to ensuring that we...

- Eliminate unlawful discrimination, harassment, victimisation and all other prohibited conduct.
- Advance equality of opportunity between all members of the school community who share a protected characteristic and those who do not share it.
- Foster good relationships between people who share a protected characteristic and people who do not share it.

2 STATUTORY DUTIES

2.1 Implementation of The Equality Act 2010

We value, respect and provide equal opportunities to all members of the school community regardless of their age, gender, religion or beliefs, language, special educational needs and disability, ethnicity, sexual orientation or race.

We achieve this by:

- Ensuring our policies and procedures reflect the principles of strong equality
- Provide reasonable adjustments to premises and equipment to ensure that members of our community with an impairment of any sort are not disadvantaged.
- Ensure that the principles of our equal opportunities policy are explicit within our curriculum
- Celebrate differences and recognise that the varied experiences enrich the school
- Promoting an environment in which members of the school community are respected

2.2 Implementation of The Disability Discrimination Act 2005

The Disability Discrimination Act 2005 defines a disabled person as *someone who has a physical or mental impairment which has a substantial or long-term adverse effect on his or her ability to carry out normal day to day activities.*

Disability in Education recommends that all pupils with Special Educational Needs be considered disabled for the purpose of the Act. Behavioural difficulties arising from physical or mental impairments or from mental illness are also included.

At St Stephen's we are committed to:



- Promoting equality of opportunity between disabled persons and other persons using the school
- Eliminating discrimination that is unlawful under the Act
- Eliminating harassment of disabled persons that is related to their disability
- Promoting positive attitudes towards disabled persons
- Encouraging participation of disabled persons in public life

2.3 Ensuring Racial Equality

At St Stephen's we follow our Trust Deed and Ethos statement and respect the Christian belief that every human being is made in God's image and that each person's true worth and value stems from this understanding. Two of our Core Values are Love and Joy, reminding us to proactively care for and respect others whilst celebrating the joy of diversity as it enriches our school and community.

In our ever changing world, it is important we recognise the powerful part a clear Christian message of love and respect can play in shaping positive relationships, both locally and nationally, based upon a well-informed understanding of cultural and religious differences. This falls within our duty under the Race Relations Act 2010.

At St Stephen's we are committed to:

- Eliminating unlawful discrimination and promote equal opportunity and good relationships between different racial groups and communities
- Promoting a positive supportive ethos in which all pupils and staff feel that they are valued, that their needs are met and that they are able to thrive
- Implementing Christian attitudes to race and equality
- Challenging, reporting and actively combatting racism
- Educating pupils about a culturally and racially diverse society and world and promoting understanding and positive attitudes towards diversity.

3 KEY ROLES AND RESPONSIBILITIES:

The Governing Body will:

- Ensure that the school complies with its duty as outlined in all National Acts and guidance.
- Designate a governor with responsibility for equality issues to report annually to the Full Governing Body and stay abreast of current statutory requirements.

The Headteacher will:

- Ensure that the procedures and strategies required to effectively implement the Equalities Policy are embedded and maintained



- Ensure that all staff are aware of their responsibilities under the policy and that they receive appropriate training and support within the school programme of continuing professional development.
- Report and record all using the official format all cases of racial discrimination and contact the link governor and parents of all involved.

The staff will:

- Ensure own practices comply fully with the policy and respond proactively if discrimination is witnessed or suspected
- Model and promote strong relationships with all members of the school community

All visitors and contractors will:

- Be bound by the school policy for equality.

4 POLICY AND PRACTICE

It is recognised that in order to ensure the principles outlined above are consistently implemented, we need to be continually monitoring and developing our operational procedures and using this to inform periodic review of all related policies.