



## **Equality Policy**

### **Introduction**

*This single policy replaces separate policies the school has on race, disability and gender to eliminate discrimination, advance equality of opportunity and foster good relations. It reflects the legal duties set out in the Equality Act 2010 and non-statutory guidance set out by the government in December 2011 and March 2012. Part One sets out the school's aims to promote equality of opportunity and comply with the Act; Part Two sets out the legal duties which are referred to in Part One. The primary aim of Yeading Infant and Nursery School is to enable all pupils to take part as fully as possible in every part of school life by developing each child's self-confidence, recognising their strengths and encouraging them to achieve their full potential. At Yeading Infant and Nursery School we will take steps to advance equality of opportunity, foster good relations and eliminate discrimination or harassment across all the protected characteristics (age, race, gender reassignment, disability, marriage and civil partnership, religion and belief, pregnancy and maternity, gender, sexual orientation) within the school community.*

The Equality Act 2010 imposes a general duty on schools to:

- Promote equality of opportunity and comply with the act;
- Promote good relations between pupils, staff and visitors to the school;
- Eliminate unlawful discrimination.

There are also specific duties requiring each school to:

- Prepare a written policy of equality;
- Assess the impact of its policies, including its equality policy, on pupils, staff and parents, including the impact on attainment levels on such pupils;
- Monitor by reference to their impact on such pupils, staff and parents, the operation of such policies, including their impact on the attainment of such pupils.

### **School Context**

Yeading is a mixed Infant and Nursery school situated in the outskirts of London with 480 pupils on roll. The school has a diverse ethnic population with most groups represented. Indian (39%), Pakistani (12%), Somali (8%), Tamil (8%) and families form the largest community groups.

### **Aims**

1. To acknowledge the experience of equality and to work towards the elimination of unlawful discrimination.
2. To promote equality of opportunity.
3. To promote good relations in order to encourage inclusion in the wider community.
4. To ensure that all pupils and staff take part as fully as possible in every part of school life, recognising their strengths and encouraging them to achieve their full potential.
5. To prepare children for a life in a diverse society.

- Participate in appropriate professional development activities.
- Report relevant information to members of the school community.
- Co-ordinate activities to ensure the implementation of the policy.
- The Headteacher will be responsible for equality issues.
- Ensure that relevant signage is in dual languages as appropriate.

**Visitors will:**

- Be informed of this policy on School Website.
- Be expected to comply with it.

**Contractors will:**

- be made aware of school policy through a clause in their contract.

**Parents will:**

- be made aware of school policy through the school brochure and the home/school agreement.

**Breach of the Policy**

- ◆ The school will complete an “Incident Form” for any incident that occurs, whether for pupils or staff;
- ◆ Because of the immaturity of infant pupils, parents will be consulted regarding any incidents;
- ◆ The consequences of any further breach of conduct will be clearly stated with the ultimate sanction of exclusion;
- ◆ In the case of an adult incident, the procedures outlined in the Personnel file will be instigated.

**Links with other School Policies**

The policy should be reviewed annually in relation to the aims and content of other school policies such as:-

- ◆ Equal Opportunities Policy
- ◆ Anti-Bullying Policy
- ◆ PSHE Policy
- ◆ Assessment Policy
- ◆ Equality Scheme
- ◆ Inclusion Policy

**Consultation with the School Community**

The Policy has been developed through discussion with the Governing Body, Headteacher, Staff, pupils and parents.