

Middlefirth C of E Primary School



SINGLE EQUALITY POLICY Autumn 2016

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Middleforth C of E Primary School

Mission Statement

This policy is embedded in the school's mission and vision statements which are;

'Let your Light Shine'

Vision Statement

**"Let the little children come to me, and do not stop them, for the kingdom of God belongs to them."
(Mark 10:14)**

The school's starting point is its Christian foundation. At the heart of that foundation is the truth that every child is created in the image of God and is loved by him. The school takes as its inspiration and cornerstone the life and teaching of Jesus Christ and actively seeks to uphold and encourage Christian values.

Our school is a caring and happy Christian community place where:

- Children and adults are engaged on a life time's journey – we have come from God and are on our way to God.
- Each person is uniquely valued and their gifts and potential are nurtured and developed.
- Each member of the school knows that he or she is part of God's family and accepts the responsibility of caring for one another and for God's world.

SINGLE EQUALITY POLICY

At Middleforth C of E Primary School it is our intent to nurture and develop the whole child. The mission statement and vision statement sets out our rationale for life and work in school with reference to;

- The high quality of education and opportunities we offer our pupils,
- The commitment, concern and care shown to the whole community involved with the school through a strong sense of Christian values,
- The high expectations we have of all in whatever task we undertake.

Aims

Our aims at Middleforth C of E Primary School are:

- To teach children about Jesus and how we can live our lives underpinned by Christian Values and strengthened by the Christian faith.
- To provide fun lessons taught by good teachers who want children to do their best.
- To teach children how to work on their own, ready for when they are grown up.
- To be kind and respectful to everyone.
- To listen and care about what we all have to say.
- To celebrate good work, good manners and good behaviour.
- To teach us that being healthy is the best way to live.
- To encourage parents to help their children with their work at home and in school.

- To work together and do the best we can with our families and the local community.
- To encourage lots of other people to get involved with our school.
- To make sure everyone feels happy and safe.

This policy applies to all governors, staff, pupils, parents/carers and visitors to the school, including all contractors.

OVERVIEW

The Single Equality Act which came into place on 1 Oct 2010 brought together the duties that were 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 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, everyone will be treated equally. This Single Equality Policy summarises the school's approach in ensuring equality for all.

OBJECTIVES

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 the curriculum promote equality, celebrate diversity and promote community cohesion by fostering good relations.
3. To eliminate any discrimination, harassment and victimization. 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 recognize and celebrate diversity within our community whilst promoting community cohesion.
5. To ensure that this policy is applied to all we do.
6. To ensure that pupils 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 and preventative action is funded where necessary.

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 the teaching and learning takes account of this policy.
4. The diversity within our school and the wider community will be viewed positively by all
5. Diversity will be recognized as a positive, rich resource for teaching, learning and the curriculum.

6. INSET opportunities will be provided for staff to provide them with the knowledge, skills and understanding they need to meet the requirements of this policy.
7. Contributions will be sought from parents and others to enrich teaching, learning and the curriculum.
8. The positive achievements of all pupils will be celebrated and recognized.

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 reasonable adjustments 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 and will take full account their age, disability, gender, gender-identity, race, religion or belief and sexual orientation in accordance with the requirements of The Single Equality Act 2010

Adopted by the Governing Body - Autumn 2012
Reviewed Autumn 2016