



Fishbourne Church of England Primary School

Single Equality Guidelines and Objectives Policy

Lead member of staff	Headteacher
Date of Publication	Autumn 2014
Review Date	



At Fishbourne Church of England Primary School we start with the WHY - our core belief drives all decision making. We think deeply about the HOW, using our core belief to guide decisions on a day to day basis. Finally we decide WHAT action brings our belief to life.

Our core belief is that:

***'There is only one you in this great big world...
...make it a better place'***

This core belief is at the heart of why and how we create our policy and the policy in action.

God you made me; you created me. Psalm 119

These guidelines and objectives relate to the Equality Act 2010.

Purpose

These guidelines supplement our separate equality documentation on race, disability and gender. The purpose of these guidelines is to meet the duties to promote equality of opportunity for, and between, the diverse members of the school community; including disabled pupils, staff, parents, and differing genders and racial groups within our school.

Aims

- To establish with all staff an overall vision of the duty to promote equality of opportunity for pupils, staff and parents.
- To promote positive attitudes towards, and equality of opportunity between, disabled and non-disabled people, different genders and between different racial groups.
- To eliminate discrimination and harassment on the grounds of disability, gender, race or ethnicity, sexual orientation and religion or beliefs.
- To encourage the participation of disabled pupils, staff, parents and carers.

Objectives

Objectives	Monitoring
To raise the awareness of all staff, governors, parents and pupils of the differing groups covered by the Equality Act 2010	Governors
To identify disabled pupils, parents, carers, staff and other users of the school to help develop our understanding of their needs	Business manager/ Office staff
To collect, monitor and analyse data on the educational achievements of, disabled pupils, boys and girls, and pupils from differing racial and cultural backgrounds	Headteacher
To continue to record, address and monitor any bullying or harassment on the grounds of gender, disability or race	Headteacher and Governors
To continue to review curriculum planning and whole school initiatives to ensure links with differing cultures	Staff
To ensure the current rolling programme of whole school assemblies promote race, disability and gender awareness	Headteacher and staff
To monitor participation in extra-curricular activities to ensure participation by differing groups	PE Subject Leader Headteacher
To continue to make provision for full access to the school building and its facilities by those with disabilities as appropriate	Governors

Additional Support Documentation

Equality Policy 2018
Inclusion Policy 2014
SEND Policy 2019

Additional Guidance

Equality Act 2010: Advice for School Leaders, School Staff, Governing Bodies and Local Authorities

Education Providers Schools' Guidance (Equality and Human Rights Commission)

www.equalityandhumanrights.com