

## **GRANGE PARK INFANT AND NURSERY SCHOOL**

### **Equalities Statement and Compliance 2018-2019**

We believe this policy relates to the following legislation:

- The Education (School Performance Information) (England) Regulations 2001
- Equality Act 2010

We understand that the Equality Act 2010 combines and builds upon the existing legislation covering discrimination and promotion of equality of opportunity.

We recognise that this Act brings together into one Act those areas now known as 'protected characteristics' that qualify for protection from discrimination such as age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

We believe that everyone has the right to be treated with dignity and respect. We are opposed to any direct or indirect discrimination against individuals or groups whatever their age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation.

We all have a responsibility to ensure equality permeates into all aspects of school life and that everyone is treated equally irrespective of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation. We want everyone connected with this school to feel safe, secure, valued and of equal worth.

We have high expectations of all pupils from across the ability range by aiming to provide them with every opportunity to succeed by providing the highest standards of teaching and learning within a curriculum that is broad, balanced, differentiated, relevant and exciting. We will monitor the progress of all pupils in order for them to achieve their expected targets.

We believe in providing education for all our pupils, with recognition that the society within which we live is enriched by the ethnic diversity, culture and faith of its citizens. We will build on this core value embracing the principles of Race Equality in the Act.

We want pupils to come to school to enjoy the meaningful experiences that we offer and where they feel valued and special.

We believe it is essential that this policy clearly identifies and outlines the roles and responsibilities of all those involved in the procedures and arrangements that is connected with this policy.

We will use known best practice from CRE documents and experiences of our staff and parents to actively promote race equality and good race relations across all areas of school life including:

- Assessment of pupil progress and attainment
- Pupil behaviour, discipline and exclusions
- Pupil personal, development and pastoral care
- Teaching and learning policies
- Admissions and attendance policies
- Curriculum content

- Staff recruitment, promotion and professional development
- Communication with parents and the local community

We expect all members of the school community, governors, staff, pupils, parents and visitors to the school, to be committed to this policy. The school accepts responsibility for ensuring that the policy is implemented in every aspect of school life.

## **Aims**

- To introduce and put into practice the Equality Act 2010 that combines and builds upon the existing legislation covering discrimination and promotion of equality of opportunity.
- To treat everyone equally irrespective of gender, ethnicity, disability, religion or belief, sexual orientation, age or any other protected characteristic.
- To achieve the highest standards of teaching and learning for all children.
- To work with other schools and the local authority to share good practice in order to improve this policy.