



**HANNAH MORE**  
PRIMARY SCHOOL

**Policy Title:** Equalities Policy

**Date Drafted:** 28-02-20

**Date Ratified by Governors:**

**Effective From:** 05-03-2020

**Date for Renewal:** 05-03-2023

**Signed by the Headteacher:**

**Policy Structure:**

*Introduction*

*Legislation*

*Equality in practice*

## **1. introduction**

At Hannah More Primary School, we believe that everyone should feel welcomed, valued and nurtured. Our school values of Respect, Openness, Nurture, Determination and Enjoyment underpin all our work and practice. We aim to provide an environment where all feel valued and free from discrimination. We are committed to promoting the understanding of the principles and practices of equality - treating all those associated with our school as individuals, according to their needs, with an awareness of our diverse society and appreciating the value of difference. At Hannah More, we believe that diversity is a strength, which should be respected and celebrated by all those who learn, teach and visit here.

## **2. Legislation**

At Hannah More we comply with the relevant legislation and implement school plans in accordance with this. Our policies take into account the Equality Act 2010, which includes the Equal Pay Act 1970, Race Relations Act 1976 and the Disability Discrimination Act 1995.

We also acknowledge the equalities groups referred to in the Equality Act 2010. At Hannah More we will protect anyone who experiences discrimination because of age; disability; gender reassignment; marriage or civil partnership status; pregnancy and maternity; race; religion or belief; sex or sexual orientation.

Through our practice we aim to eliminate discrimination, harassment and victimisation. We aim to advance equality of opportunity between people who share a protected characteristic and those who do not - and foster good relations between people who share a protected characteristic and those who do not.

We publish our equalities objectives and review every 3 years.

## **3. Equality in practice**

The school promotes equality of opportunity in its day to day practice. We carry out rigorous monitoring and analysis of all pupils' progress termly and annually. Staff use this information to ensure appropriate progress is made by all pupils. This analysis leads to awareness of any groups or individuals who are not making expected progress.

At Hannah More, we provide a broad and balanced curriculum that is accessible to all children, recognising individual need and working in close partnership with parents, carers and other professionals. We ensure our curriculum reflects the diversity of our society. Our curriculum planning reflects our commitment to include all children.

The behaviour we expect from staff, parents and volunteers helps to ensure all children are included and welcomed.

Equality for children in the school context means equal opportunities for all. We are aware of the protected characteristics referred to in the Equalities Act and are mindful that these groups may be more likely to underachieve or experience discrimination. We are committed monitoring and reviewing our practice to ensure that all pupils make good progress, are able to learn without interference or disruption, are treated respectfully, receive additional support according to their needs, have access to a broad and balanced curriculum, and feel safe, secure and happy at school.

Whilst this is a stand-alone document, we believe inclusion permeates all aspects of school life. This document therefore should be read in conjunction with our equality objectives and all other relevant school policies.