

Merton Junior School

Equality Policy



Date approved: January 2021		
Next review date: January 2025		
Kayleigh Reading		
Headteacher	Signed:	Date: January 2021
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Chair of Governors	Signed:	Date: January 2021
<u>Reviews</u>		
Date approved: January 2021– new policy		

Overview

This policy reflects the Single Equality Act 2010 which harmonises and replaces previous legislation including the Race Relations Act 1976, Disability Discrimination Act 1995, Gender Recognition Act 2004 and Sex Discrimination Act 1975. This policy therefore supersedes all previous school policies on Disability, Ethnicity (ie Race) and Gender.

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.

At Merton Junior 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

This policy and its implementation aims:

- To ensure that all learners have equal access to a rich, broad, balanced and relevant curriculum.
- 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.
- To eliminate any discrimination, harassment and victimisation.
- 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.
- To recognise and celebrate diversity within our community whilst promoting community cohesion.
- To ensure that this policy is applied to all we do
- To ensure that pupils and parents are fully involved in the provision made by the school.

- 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.

Good Practice

At Merton Junior School, we strive to achieve a cohesive community and expect that children respect one another and behave with respect to one another, and that their parents feel fully engaged in the school.

We aim to enhance a wider sense of community locally, as well as in the context of the UK and the World communities.

We support the UN Convention on the Rights of the Child, the UN Convention on the Rights of People with Disabilities, and the Human Rights Act 1998. Through our policies and actions we undertake to ensure that every child and young person is healthy, safe, is able to enjoy and achieve in their learning experience, and is able to contribute to the wider community.

We consider it prudent and sensible to maintain the practice of logging racist incidents and reporting them to the local authority. We monitor and log incidents that discriminate against children and young people or adults in our school with protected characteristics, eg homophobic bullying. We also monitor and log bullying incidents using CPOMs and carry out a full investigation into the surrounding circumstances when an issue arises, particularly those directed towards those with SEND or from a different ethnic background to the instigator.

Strategies

- **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. These are done in a timely manner and taken very seriously.**
- **Parents and governors will be involved and consulted about the provision being offered by the school.**
- **Teachers will ensure that the teaching and learning takes account of this policy.**
- **The diversity within our school and the wider community will be viewed positively by all.**
- **Diversity will be recognised as a positive, rich resource for teaching, learning and the curriculum.**
- **Professional development opportunities will be provided for staff to provide them with the knowledge, skills and understanding they need to meet the requirements of this policy.**
- **Contributions will be sought, where possible, from parents and others to enrich teaching, learning and the curriculum.**
- **The positive achievements of all pupils will be celebrated and recognised.**

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. Merton Junior 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 of their age, disability, gender, gender-identity, race, religion or belief and sexual orientation in accordance with the requirements of The Single Equality Act 2010

Equality within the Curriculum

We will:

- **Make sure that there are opportunities within a variety of subjects across our Curriculum to share, celebrate and discuss equality**
- **Regularly review the progress we are making to ensure that our curriculum is diverse**
- **use assemblies as an opportunity to celebrate festivals of a range of cultures and countries. Use events like World Cup, Olympics, Remembrance Day as an opportunity to explore other cultures.**

Children are encouraged to explore and discuss other cultures within our Curriculum – please see our Curriculum Overviews which can be found on our school website.