



## **FENLAND FEDERATION OF MARSHCHAPEL AND GRAINTHORPE SCHOOLS**

### **EQUALITY POLICY**

Date Approved: September 2021

Date for Review: September 2025

#### **Statement of Aims**

Our school is committed to equality both as an employer and a service provider. We believe that equality at our schools should permeate all aspects of school life, and is the responsibility of every member of the school and wider community. Every member of the school community should feel safe, secure, valued and of equal worth.

Equality is a key principle for treating all people fairly and creating a society in which everyone has the opportunity to fulfil their potential – irrespective of their gender, ethnicity, disability, religion or belief, sexual orientation, age or any other recognised area of discrimination.

#### **Introduction**

We recognise that we have duties under the Equality Act 2010 in relation to the school community to eliminate discrimination, advance equality of opportunity and foster good relations in relation to age, disability, ethnicity, gender (including issues of transgender, maternity and pregnancy), religion and belief, sexual orientation and marital status.

We also recognise that we have a duty under the Education & Inspections Act 2006 to promote community cohesion, i.e. developing good relations across different cultures and groups.

We also appreciate that these duties reflect the international human rights standards as expressed in the UN Convention on Rights of the Child, the UN Convention on the Rights of People with Disabilities, and the Human Rights Act 1998.

#### **Context of the Equality Act 2010**

The Equality Act 2010 consolidates and replaces the previous discrimination legislation for England, Scotland and Wales.

A protected characteristic under the Act covers those listed below:

- Age (in a school, this protected characteristic only applies to staff)
- Disability
- Race
- Religion or belief
- Sex

- Sexual orientation
- Gender reassignment
- Pregnancy and maternity
- Marriage and civil partnerships, but just for the first and third aims (in a school, this protected characteristic only applies to pupils over the legal age for marriage, and to staff)

It is unlawful for a school to discriminate against an applicant or pupil in relation to:

- School admissions
- The provision of education, i.e. not the curriculum itself, but the way the curriculum is delivered.
- Access to any benefit, facility or service
- Exclusions
- Dispute resolution and enforcement
- Exceptions

It is also unlawful for a school to harass or victimise an applicant or pupil.

#### **How we work to eliminate discrimination within the school and our community**

An expectation that everyone is treated with respect and dignity fosters good relationships within the school community. Our *School Charter* encompasses this attitude.

Planning for personalised support for pupils through differentiated teaching, individual care plans, PLPs, and well planned intervention strategies where positive action is required.

Behaviour policy, modelled by all adults on school site, and on all educational visits. The policy has a focus on positive behaviour management and introduces our *School Charter*.

Anti-bullying work is routine throughout the school and a focus in assemblies, and our PSHE/RSE curriculum. All allegations of bullying, including cyber-bullying, are followed up.

Any identity-based bullying incidents are followed up.