

Donnington Wood CE Junior School

Equality Policy

The Equality Act 2010, is the Governments central legislative drive towards achieving a fairer future where there are '**equal life chances for all**' requires all schools, when carrying out their functions,

As a school we must have due regard to the need to:

- eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Act
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it; and
- Foster good relations between people who share a protected characteristic and people who do not share it.

The Equality act makes it unlawful for education providers to unlawfully discriminate against staff, pupils or students because of their characteristics:

- Age*
- Disability
- Gender reassignment
- Marriage or civil partnership
- Pregnancy, maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

*Applies to school staff not school provision

School Statement

At Donnington Wood CE Junior School we feel that it is our duty to ensure that all pupils feel equally valued & respected. Our policies support us in our endeavour to tackle any form of discrimination or bullying on grounds of disability, gender, race, sexual orientation, religion or belief etc.

We will:

- Tackle prejudice of any kind
- Promote understanding between people who share a protected characteristic & others

School Duties

School cannot discriminate against a person in relation to:

- Admission to the school

- The provision of education to pupils and access to any benefit, facility or service
- Exclusion from school

As a school we have a duty to:

- ❖ Record & report racist incidents
- ❖ Deal with sexual harassment of students or staff
- ❖ Promote Community cohesion
- ❖ Outline our behaviour policy, including how the school deals with bullying (including homophobic bullying)
- ❖ Promote equal opportunities
- ❖ Provide suitable SEN provision
- ❖ Provide access to education for disabled pupils

We believe that diversity is a strength, which should be respected and celebrated by all those who learn, teach and visit here.

We aim to identify and remove barriers to ALL pupils. We have high ambitions for our pupils and expect them to participate in all aspects of school life.

We are committed to equal opportunities and...

- Set suitable learning challenges
- Respond to pupils' diverse needs
- Make every effort to overcome potential barriers to learning and assessment for individuals and groups of pupils.