

THEALE GREEN SCHOOL EQUALITIES POLICY

Purpose and Background

Theale Green School understands that the Equality Act 2010 “the Act” combines and builds upon the existing legislation covering discrimination and promotion of equality of opportunity.

We recognise that the Act brings together 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.

Policy Objectives

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

Policy Aims

Theale Green School will ensure:

- 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.
- 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 or sexual orientation. We want everyone connected with this school to feel safe, secure, valued and of equal worth.
- High expectations of all pupils from across the ability range by aiming to provide them with every opportunity to succeed.
- All members of the school’s personnel or others connected with the school are not victimised, harassed or bullied by another based on assumptions about their

status in the afore mentioned categories or on any other grounds. Also, we will not discriminate against anyone because of their political affiliation.

- To take measures of positive action to encourage or facilitate the employment or training of minority or disadvantaged groups as we recognise that the avoidance of discrimination is not sufficient in ensuring that equality exists in this school.
- To work hard to maintain a positive ethos where all members of the school community work well alongside each other developing positive working relationships.
- All pupils enjoy the meaningful experience offered by the school and that they feel valued and special. We want them to have a sense of pride in themselves and their school.
- All school personnel see the importance and derive a sense of fulfilment from their work in school but above all we want them to feel valued by everyone in the school community.
- To work closely with the School Council and to hear its views and opinions as we acknowledge and support Article 12 of the United Nations Convention on the Rights of the Child that children should be encouraged to express their views.

Management of Policy

School: This policy is implemented and managed by the Operations Manager and overseen by the Headteacher and School Leadership Team.

Governing Body: The Governing Body has delegated the oversight, review and update of this policy to the Student Progress and Welfare Committee.

Approval: Approved by the Student Progress and Welfare Committee on 08 October 2015.

Next review Date Autumn 2019

Associated Policies and Documents

- The Education (School Performance Information) (England) regulations 2001
- Equalities Act 2010
- Admissions
- Anti-bullying Policy
- Pupil Behaviour & Discipline Policy
- Teaching and Learning Policy

- Assessment Policy
- Sex and relationship Policy
- Teaching Staff
- Curriculum Policy
- Support Staff
- Ethos