



Our moral obligation is to help our children become successful learners, confident individuals and responsible citizens, and we believe that this policy for equality, will help us achieve this goal.

Section 1: Context

We are an inclusive school, and we believe that all children, staff and families have the right to be treated equally. We understand that this can be challenging and we know that society does not always represent what we are aiming to achieve here at our school. However, we believe that we all should be recognised and be proud of who we are. Authenticity is a powerful catalyst for personal growth and development, and the rights of the individual to be treated as an individual, should be at the centre of our systems, plans and relationships.

Section 2: Children

We respect our children as individuals and our Rainbow Curriculum, Assessment procedures, policies, school principles and ethos reinforce this. We also recognise that we have a responsibility to the whole school family and understand that at times the needs of the organisation will supersede the needs of the individual. Such decisions will always be carefully considered, reflected upon and implemented with thought, but will always be in compliance with legislation and the law.

Section 3: Staff

We are committed to the implementation of equal opportunities principles and the monitoring and active promotion of equality in all aspects of staffing and employment. All staff appointments and promotions are made on the basis of merit and ability and in compliance with legislation and the law.

Section 4: Communication

We will communicate and seek involvement of our children, staff and families when monitoring and evaluating the quality, implementation and impact of this policy. This will take a variety of forms which may include:

- Assemblies
- Year Group Meetings
- Parent and carer consultations
- Parent and carer questionnaires
- Pupil Interviews
- Governor visits and monitoring
- Rainbow Curriculum
- Staff Meetings and training

Section 5: Tackling Discrimination

Harassment on account of race, gender, disability or sexual orientation is unacceptable and is not tolerated within the school environment. Discriminatory incidents that may occur will be dealt with in line with the procedures set out in our Behaviour policy.

Section 6: review

This policy will be reviewed every four years or when there are changes to legislation and law.

