



Challenge, Equality & Opportunity

Havannah First School

EQUALITIES 2024

Introduction

This policy relates to our Equality Information and Objectives Document and shows how we fulfil our legal duty as described in The Equality Act 2010 to promote equality, diversity and Human Rights. The policy applies to everyone in our school community.

The Public Sector Equality Duty came into force across GB on 5th April 2011. It means that public bodies have to consider all individuals when carrying out their day to day work, in shaping policy, in delivering services and in relation to their own employees. It also requires that public bodies:

- Have due regard to the need to eliminate discrimination
- Advance equality of opportunity
- Foster good relations between different people when carrying out their duties.

Aims and Ethos

Our ethos is one where everyone is welcomed and valued as a member of the school family. Our aim is to provide fairness for all and to ensure there is no discrimination on grounds of gender, marital status, race, disability, sexual orientation, gender identity (including transgender identity), religion or belief, age or pregnancy. We believe that everyone has the right to feel safe. We believe that equality at Havannah First School should be an element of every aspects of school life and is the responsibility of every member of the school and the wider community. We aim to provide our children with an education which actively prepares them for life now and in the future. We acknowledge that the world in which they are growing up is different to that of most of the staff and adults who work in our school.

Monitoring and review

The staff member responsible for co-ordinating the monitoring and evaluation of the equalities policy is the Headteacher. She will be responsible for:

- Providing updates on equalities legislation and the school's responsibilities in this regard
- Reporting to the Governing body on racist, homophobic and transphobic incidents, disability bullying or faith incidents and Prevent incidents.
- Providing a curriculum that promotes Equalities throughout the school and monitoring its impact.

Curriculum

We will ensure that the curriculum:

- Reflects a commitment to equality
- Prepares pupils for life in the UK which is a diverse society

- Fosters good relations between people who share a protected characteristic and those who do not
- Uses opportunities to reflect on the background and experience of pupils and the wider community
- Challenges prejudice and recognises and challenges discriminatory behaviour and language whenever it occurs
- Promotes the No Outsiders message and ethos explicitly through emotional Literacy, PSHE and assemblies
- Uses a range of images and materials that positively reflect a range of cultures, communities, identities and lifestyles.

Havannah First School expects all staff to promote equalities as part of the taught curriculum and the 'hidden curriculum' of social interaction between staff and pupils.

The Protected Characteristics within the Equality Act 2010, and their definitions (Legislation.gov.uk) are:

Age: a person of a particular age group;

Disability : A person has a disability if— (a) the person has a physical or mental impairment, and (b) the impairment has a substantial and long-term adverse effect on the person's ability to carry out normal day-to-day activities.

Gender reassignment: A person has the protected characteristic of gender reassignment if the person is proposing to undergo, is undergoing or has undergone a process (or part of a process) for the purpose of reassigning the person's sex by changing physiological or other attributes of sex.

Marriage and civil partnership: A person has the protected characteristic of marriage and civil partnership if the person is married or is a civil partner.

Race: Race includes— colour; nationality; ethnic or national origins. Religion or belief religion means any religion and a reference to religion includes a reference to a lack of religion.

Belief: any religious or philosophical belief and a reference to belief includes a reference to a lack of belief.

Sex (gender): a reference to a person who has a particular protected characteristic is a reference to a man or to a woman;

Sexual orientation: Sexual orientation means a person's sexual orientation towards— persons of the same sex, persons of the opposite sex, or persons of either sex.

Links with other policies

British Values at Havannah

Accessibility Plan

Behaviour and Relationships Policy

Anti-Bullying Policy

School Council Policy

Safeguarding Policy