



## Midgley School Single Equality Policy

### Rationale

1.1 The Single Equality Act which came into place on 1<sup>st</sup> October 2010, brought together the duties that are already set out in our Race, Disability and Gender policies into one Single Equality Duty. This policy is written to bring together those three policies and to cover all seven equality strands: age, disability, gender, gender identity, race, religion or belief and sexual orientation. In Midgley School we will ensure that at every level, in all of our work and throughout all aspects of the school community and its life, all will be treated equally.

### Purpose

2.1 To ensure that all learners have equal access to a rich, relevant, broad and balanced curriculum

2.2 to eliminate any discrimination, harassment and to ensure that no-one is unfairly or illegally disadvantaged as a consequence of their age, disability, gender, gender identity, colour, race, religion or belief, ethnic or national origin, or sexual orientation

2.3 To recognise and celebrate diversity within our community whilst promoting community cohesion

2.4 to ensure that within the school budget, adequate funding is provided to underpin this policy and that intervention is funded where needed.

### Broad Guidelines

3.1 Monitoring, evaluation and review carried out by the Leadership team will ensure that procedures and practices within school reflect the objectives of this policy.

3.2 Parents and the wider school community will be involved and consulted about the provision being offered by the school.

3.3 Staff will ensure that the teaching and learning takes account of this policy.

3.4 The diversity within school and the wider community will be viewed positively by all and recognised as a rich resource for teaching and learning.

3.5 The positive achievements of all pupils will be recognised and celebrated.

3.6 Active contributions will be sought of parents and the wider community to enrich learning in the curriculum as well as wider opportunities.

### Conclusion

This policy plays an important part in the educational development of all pupils. It will ensure that everyone is treated equally. The school will make any reasonable adjustments necessary to promote this policy. We are committed to meeting the individual needs of each child and we will take full account of their needs in accordance with the requirements of the Single Equality Act 2010.

Miss Mansfield, the Headteacher, is the teacher with responsibility for overseeing the Single Equality policy.

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