

# The William Alvey Primary School



## Equality Policy

## **Introduction**

At the William Alvey Primary School, we are committed to ensuring the equality of education and opportunity for all pupils, staff, parents / carers, irrespective of race, gender, disability, faith, religion or socio-economic background. We aim to develop a culture of inclusion and diversity in which all those connected to the school feel proud of their identity and able to participate fully in school life.

## **Why are we doing this?**

We pursue the equality of education and opportunity for all pupils because it mirrors the values and principles set out in our vision. We believe education should be holistic, meet the very different needs of everyone in our school community, so they all experience 'life in all its fullness' (John 10:10).

## **How?**

The achievement of pupils will be reviewed as a year group, as well as in a more focussed way by monitoring the progress of potentially vulnerable groups, such as EAL, SEND, free school meal entitlement and gender. We will use this data to support pupils, raise standards and ensure inclusive teaching.

We will tackle discrimination by the positive promotion of equality, challenging bullying and stereotypes and creating an environment which champions respect for all. At Spring Cottage, we believe that diversity is a strength and should be respected and celebrated by all those who learn, teach and visit here.

As well as the specific actions set out in our equality objectives, we tackle equality issues as and when they arise. We also do this in a focussed way, as detailed below:

## **Teaching and learning**

We aim to provide all our pupils with the opportunity to succeed, and to reach the highest level of personal achievement. To do this, we will:

- Monitor achievement data by EAL, SEND, free school meal entitlement and gender and action any learning gaps.
- Take account of the achievement of all pupils when planning for future learning and setting challenging targets.
- Ensure equality of access for all pupils and prepare them for life in a diverse society.

## **Admissions**

Our admissions arrangements are fair and transparent, and do not discriminate on race, gender, disability, faith, religion or socio-economic background.

## **Equal opportunities for staff**

We are committed to the implementation of the principles of equal opportunities 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 the law.

## **Employer duties**

As an employer we need to ensure that we eliminate discrimination in our employment practices and actively promote equality across all groups within our workforce. Actions to ensure that this commitment is met include:

- Monitoring recruitment and retention of staff
- Continuing to offer professional development opportunities for all staff
- Support from the Senior Leadership Team to ensure equality of opportunity for all.

## **Equality and the law**

There are a number of statutory duties that must be met by every school in line with legislation, including the Race Relations (Amendment) Act (2000), the Disability Equality Duty (2005) and the Equality Act (2006).

The William Alvey School ensures all relevant, equality related legislation, is adhered to.

## **Race equality**

The law requires us to have due regard to the need to:

- Eliminate racial discrimination
- Promote equality of opportunity
- Promote good relations between people of different racial groups.

## **Disability**

The Disability Discrimination Act 2005 (DDA) defines a disabled person as someone who has ‘a physical or mental impairment which has a substantial or long-term adverse (twelve months or more) effect on his or her ability to carry out normal day-to-day activities.’

The DDA places a general duty on schools, requiring them to have due regard for the following when carrying out and delivering services:

- Promoting equality of opportunity between disabled people and other people

This policy was reviewed by a full governing body meeting on the 18<sup>th</sup> March 2025

- Eliminating discrimination and harassment of disabled people that is related to their disability
- Promoting positive attitudes towards disabled people
- Encouraging participation in public life by disabled people
- Taking steps to meet disabled people's needs, even if this requires more favourable treatment

### **Gender equality**

The Gender Equality Duty 2006 places a general and specific duty on schools to eliminate unlawful discrimination and harassment on the grounds of gender and to promote equality of opportunity between female and male pupils and between women and men and transgender people.

We will actively seek to:

- Eliminate unlawful discrimination and harassment on grounds of sex and gender reassignment.
- Promote equality between men and women.

### **Sexual orientation**

The school works to ensure no child, or staff member, is discriminated against on the grounds of their sexual orientation.

### **Religious belief**

The school also works to ensure no child, or staff member, is discriminated against on the grounds of their religious beliefs.