



Single Equalities

Overview

The Single Equality Act, which came into place October 1st 2010, brought together the duties that are already set out in our Race, Inclusion and Gender policies into one single Equality Duty. This policy is written to bring together and harmonise those three policies. The Single Equality Act combines the existing three duties into one new Equality Duty that covers all seven of the equality strands: age, disability, gender, gender identity, race, religion or belief and sexual orientation. At Tonge Moor Academy we will ensure that at every level, in all our work and throughout all aspects of the school community and its life, all will be treated equally.

Background

Tonge Moor Academy has over 500 children on role, some of whom are of ethnic origin. The majority of the ethnic children are either Hindu or Muslim, with a number of families of mixed race origin. It is acknowledged that there is a need for a Race Equality policy in order to ensure an inclusive ethos which supports all children and adults, while promoting and valuing racial and cultural diversity.

Values

The School recognises that expectations affect the achievement, behaviour and status of all children and staff and, as such, places great emphasis on positive behaviour by all staff towards children and colleagues. The school encourages awareness amongst staff and pupils of the effects of stereotyping and discrimination and ensures that such behaviours are challenged and that the impact of them is understood.

All stakeholders at Tonge Moor Academy are committed to ensuring that the school and its grounds are safe places for the children to learn and for staff to work, and willingly take on the responsibility of upholding this commitment. The school's governing body, working closely with the Headteacher and all staff, is responsible for ensuring that this policy and its related procedures and strategies are fully implemented, and for keeping up to date with discrimination law.

Aims

- To ensure that all learners have equal access to a rich, broad, balanced and relevant curriculum;
- to advance equality of opportunity by ensuring that teaching, learning and curriculum promote equality, celebrate diversity and promote community cohesion by fostering good relations;
- to eliminate any discrimination, harassment and victimisation. To ensure that no-one is unfairly or illegally disadvantaged as a consequence of their race, disability, gender,

gender re-assignment, age, pregnancy and maternity, marital status, religion and belief and sexual orientation;

- to recognise and celebrate diversity within our community whilst promoting community cohesion;
- to ensure that those with management responsibility and individual members of staff accept responsibility for applying the policy to everything that we do including planning, teaching and learning across the curriculum;
- to ensure that learners and parents are fully involved in the provision made by the school and to increase transparency;
- to ensure that within the school budget, adequate funding is provided to underpin this policy and that intervention, positive action and preventative action is funded where needed.

Strategies to uphold these aims and values

The school strives to maintain equally high expectations of all pupils. Using the school's data analysis procedures, pupil tracking and target setting process, the work of all children is monitored and account taken of the progress of all minority and gender groups in order to identify and respond to trends and patterns.

Multicultural aspects are integrated into assemblies and classwork; with multicultural books in libraries and classrooms, and multicultural stories told in assemblies and class times. All races, cultures and religions are shown in a positive light. Where appropriate, visitors may be invited, or visits arranged, to practically demonstrate aspects of other people's faiths and cultures.

We endeavour to be vigilant in order to identify and deal promptly, fairly and consistently with any form of unkindness, harassment or bullying. The established procedure is first for the relevant member of staff to deal directly and sensitively with the children involved. If this is not effective, then it is referred to a senior manager to implement the anti-bullying policy (see separate policy). Any incidents considered racial in origin are recorded, kept on file in the Headteacher's office, and reported to the LEA on a regular basis. It is our intention to continue to deal swiftly and effectively with any such incidents.

Outcomes

This policy will play an important part in the educational development of individual pupils. It will ensure that all pupils are treated equally and as favourably as others. The school will make all the reasonable adjustments necessary to promote equal opportunity and equal treatment of all members of the school community. We are committed to meeting the individual needs of each child and we will take full account of their age, disability, gender, gender-identity, race, religion or belief and sexual orientation in accordance with the requirements of The Single Equality Act 2010