

## SINGLE EQUALITY POLICY



*United Nation Convention on the Rights of the Child Article 2:*

*“The Convention applies to everyone: whatever their race, religion or abilities, whatever they think or say, whatever type of family they come from.”*

### **OVERVIEW**

- This policy reflects the Single Equality Act 2010 which harmonises and reflects previous legislation, including the Race Relations Act 1976, Disability Discrimination Act 1995, Gender Recognition Act 2004 and Sex Discrimination Act 1975. This policy therefore supersedes all previous policies on Disability, Ethnicity, Race and Gender.
- The Single Equality act combines the existing three duties into one Equality Duty that covers all seven of the equality strands: disability, gender, gender-identity, race, religion or belief and sexual orientation and age. At Hardmoor we will ensure that at every level, in all our work and throughout all aspects of the school community and its life, everyone will be treated equally. This Single Equality Policy summarises the Centre’s approach in ensuring equality for all.

### **OBJECTIVES**

- To ensure that all learners have access to a rich, broad, balanced and relevant curriculum.
- To advance equality of opportunity by ensuring that teaching, learning and the 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 disability, gender, gender-identity, sexual orientation, colour, race, ethnic or national origin, disability or religious beliefs or age.
- To ensure that this policy is applied to all we do.
- To ensure that children and parents are fully involved in the provision made by the Centre.

### **GOOD PRACTICE**

- We strive to achieve a cohesive community and expect that children respect one another and behave with respect to one another, and that their parents feel fully engaged in the centre.
- We aim to enhance a wider sense of community locally, as well as in the context of the UK and the World communities.
- We support the UN Convention on the Rights of the Child, the UN Convention on the Rights of people with Disabilities, and the Human Rights Act 1998. Through our policies and actions we undertake to ensure that every child and young person is healthy, safe, is able to enjoy and achieve in their learning experience, and is able to contribute to the wider community.
- All incidents of discrimination are logged and dealt with in line with agreed centre policies and procedures.

## STRATEGIES

- Monitoring and evaluation carried out by the senior leadership team will ensure that procedures and practices within the centre reflect the objectives of this policy.
- Teachers and support staff will ensure that the teaching and learning takes account of this policy.
- The diversity within our centre and the wider community will be viewed positively by all. Diversity will be recognised as a positive, rich resource for teaching, learning and the curriculum.
- The positive achievements of all children will be celebrated and recognised.
- As well as monitoring pupil performance information, we also monitor a range of other information. This relates to:
  1. Attendance
  2. Racism, disability, sexism, homophobia and all forms of bullying
  3. Parental engagement
  4. Participation in extended learning opportunities.

## OUTCOMES

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

## Equality Objective 2018-2019

**To close the gap in outcomes between disadvantaged children and those who are not.**

*This policy was adopted/reviewed at the Resources Committee of the Governing Body of Hardmoor Early Years Centre, held 9<sup>th</sup> October 2018.*

*Date to be reviewed: Autumn 2021*

Signed:     ,          *Print Name: Vikki Maxwell*  
(Chair of Governors)