



## Lingdale Primary School

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'Working together to be the best we can be'

### **Equality Policy/objectives**

<b>Date Written:</b>	Sept 2018
<b>Written by:</b>	Sara McCallum
<b>Adopted by the Governing Body:</b>	October 2018
<b>Date of Review:</b>	September 2022

## **1. About the Equality Policy**

Promoting equality means treating people fairly, valuing differences and removing the barriers that prevent people from fully participating in school life and realising their full potential. Over recent years, we have worked extremely hard to reduce inequality. Yet we know that people still experience disadvantage and unfair treatment simply because of who they are or the background they come from.

Lingdale Primary School is committed to taking positive action that will open up the curriculum and its associated activities, services and opportunities to everyone, ensure that difference and diversity is embraced, and that people are always treated fairly and with respect.

This Policy sets out the key principles of equality that will guide the way in which we make decisions, provide services; recruit and support our employees; work with other organisations; and involve local people. It will be supported by strategies and action plans that set out the objectives and activities that will ensure we meet our Equality Duty. These documents are referred to throughout this Policy, and can be viewed by requesting a copy from the Head teacher or in the case of some documents, our website.

## **2. Our Vision and Values**

Lingdale Primary School is committed to ensuring equality, fairness, inclusion and good relations are at the heart of everything we do, be it policy-making, service delivery or employment practice. This will be key to delivering our vision for our School to be: School Aims- taken from LPS School Improvement Plan September 2018

‘Every child and young person should leave our care able to live healthily, enjoying safe, happy and fulfilling lives, and with a desire to continue learning, expand their horizons and realise their ambitions and aspirations.’

## **3. Our Legal Responsibilities**

Lingdale Primary School will meet all of its Legal Duties in respect of equality and diversity. The key piece of legislation is the Equality Act 2010, which came into effect in October 2010.

It replaces and consolidates the raft of anti-discrimination laws with a single Act, and has implications for us as an employer and a service provider.

The Act contains a new Public Sector Equality Duty, which requires all public bodies and private bodies that deliver a public function, to consider the needs of diverse groups when designing and delivering services. Under the Act, Lingdale Primary School must have due regard to the need to:

☐☐ Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act;

☐☐ Advance equality of opportunity between people who share a protected characteristic and those who do not; and

☐☐ Foster good relations between people who share a protected characteristic and those who do not.

Having due regard for advancing equality involves

☐☐ Removing or minimising disadvantages suffered by people due to protected characteristics;

☐☐ Taking steps to meet the needs of people from protected groups where these are different from the needs of other people

☒☒ Encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low.

☒☒ Tackling prejudice and promoting understanding between different communities

Lingdale Primary School must also comply with the Conventions contained within the Human Rights Act 1998, which sets out the fundamental rights and freedoms that individuals in the UK have access to.

The following websites provide a wealth of useful information about Equality and Human Rights:

[www.equalityhumanrights.com](http://www.equalityhumanrights.com)

[www.homeoffice.gov.uk/equalities](http://www.homeoffice.gov.uk/equalities)

[www.acas.co.uk](http://www.acas.co.uk)

#### 4. Who Are we Protecting?

The Equality Act 2010 protects people on the grounds of specified “protected characteristics.”

- Age
- Sex
- Disability and caring responsibilities
- Gender reassignment (transgender)
- Sexual orientation
  
- Pregnancy and maternity leave
- Religion, belief or faith
- Race or ethnicity
- Marital status or civil partnership
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