



# Equality Policy

*Date: September 2017*

*Review Date: September 2018*

## Key Legislation

- The Equality Act 2010 and Schools  
[https://www.gov.uk/government/.../Equality\\_Act\\_Advice\\_Final.pdf](https://www.gov.uk/government/.../Equality_Act_Advice_Final.pdf)

## Inclusion Statement

At Durand Academy we are committed to ensuring equality of education and opportunity for all children, staff and all those receiving services from the school. We believe that diversity is a strength of our community, which should be respected and celebrated by all those who learn, teach and visit here. We aim to develop a culture of inclusion and diversity in which people feel free whether or not to disclose their gender, age, race, ethnicity, religion or belief, disability, sexual orientation, gender reassignment, pregnancy or maternity, political belief, economic circumstances or immigration status, and to participate fully in school life.

The progress and attainment of all children and families will be monitored and we will use this data to raise standards and ensure inclusive teaching and access to relevant services. The school gathers information about significant difference in attainment between different groups of children through our assessment data.

## Aims

- To ensure that we provide a safe and happy environment where all people involved feel enabled to enjoy the setting free from any behaviour that injures, discriminates and offends, and reach their full potential in an atmosphere where they feel safe, respected and valued.
- To ensure that all behaviour that injures, discriminates, and offends is dealt with through consistent strategies and discussion with all the people involved.
- To ensure that we promote equality of opportunity and promote good relations between people of different groups through working towards a society in which there is a common vision and sense of belonging by all communities.
- We are opposed to discriminatory attitudes and practices and less favourable treatment of any person with regard to differences as described in this policy.
- All though we believe all people are of equal worth, we must respect and value their differences. We recognise that equality does not necessarily mean the same for all.
- We are fully committed to active promotion of equal opportunities and race equality in our employment practices, in our work in the school.

## Strategies to Achieve our Aims

- Our admissions policy does not discriminate against any group.
- Attendance is monitored to identify any individual or group where attendance is low, steps are taken to support improvements.



- The curriculum is carefully differentiated to support levels of ability and interests and to include children who speak English as an additional language and children with additional needs e.g. language groups, individual support.
- Any gaps in learning will be identified, discussed and addressed through daily evaluation and weekly planning meetings. We aim to promote equality of opportunity by challenging stereotypes, fostering a positive disposition to learning by valuing different learning styles and preferences. We value each child and families as unique individuals with different strengths and interests, and will aim to plan according to their interests to support them in their learning.
- Children's attainment and progress is monitored individually and analysed by different groups e.g. boys, girls, SEND, ethnicity, EAL, any differences are highlighted and can then be addressed.
- Interpreters and translation services are used when needed to support meetings.
- Incidents of bullying and harassment of children, staff and visitors particularly related to their race, gender or disability should be reported to the Headteacher or a member of the Senior Leadership Team, as should racist or sexist incidents or remarks. This should be recorded and reported to the governing body. Any actions are agreed at the governing body meeting.
- We will make reasonable adjustments to make sure that the school and its environment are as accessible as possible.
- When selecting visitors and performers who come into the school we will consider their contribution to the development of positive images and role models.
- As policies are reviewed and developed they will be revised in accordance with this policy.
- Displays will promote positive images of woman and men, ethnic and cultural diversity and disability.