

Equality Policy Statement

At Great Orton Primary School, we are committed to ensuring equality of education and opportunity for all pupils, staff, parents and carers receiving services from the school, irrespective of race, gender, disability, faith or 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 are able to participate fully in school life.

The achievement of pupils will be monitored by gender and disability and 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 Great Orton Primary School we believe that diversity is a strength, which should be respected and celebrated by all those who learn, teach and visit here.

We have a commitment to promoting positive relationships and understanding between all groups within our school community.

Pupils with the following protected characteristics previously known as equality strands will be protected in our school from harassment and discrimination:-

- Disability
- Gender
- Race
- Religion and belief
- Sexual orientation
- Gender reassignment
- Pregnancy and maternity

This extends, however, to cover all aspects of vulnerability, including those associated with socio-economic factors (e.g. pupils from low income families), Children Looked After and those with Child Protection plans. This also links with other Statutory Policies and Guidance we are legally required to have in place.

As well as delivering high quality services to our pupils, the school is also committed to being a good employer and as such this Scheme outlines how we meet our varied duties in terms of recruitment and employment practices. We are also committed to be fully inclusive of all community users, including parents and carers. As such, our Scheme therefore also sets out how we will work to overcome any discrimination related to the other protected characteristics:-

- Age
- Being married or in a civil partnership.

The Equal Opportunities policy will be reviewed every 3 years

Signed:- _____ (Head Teacher) Date: _____ March 2017 _____

Signed:- _____ (Chair of Gobs) Date: _____