**Single Equality Policy**

Berkley C of E VA First School wants to be recognised as a school at the heart of the community, providing an inclusive, safe, caring and stimulating environment in which to learn. 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 Berkley First School 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.

**Equality Statement**

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 able to participate fully in school life.

The achievement of pupils will be monitored by race, 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.

**Legal Duties**

As a school we welcome our duties under the Equality Act 2010. The general duties are to:

* eliminate discrimination,
* advance equality of opportunity
* foster good relations

We understand the principal of the act and the work needed to ensure that those with protected characteristics are not discriminated against and are given equality of opportunity.

A protected characteristic under the act covers the groups listed below:

* age (for employees not for service provision)
* disability
* race
* sex (including issues of transgender)
* gender reassignment
* maternity and pregnancy
* religion and belief
* sexual orientation
* Marriage and Civil Partnership (for employees)

In order to meet our general duties, listed above, the law requires us to carry out some specific duties to demonstrate how we meet the general duties. These are to:

Publish Equality Information – to demonstrate compliance with the general duty across its functions **(We will not publish any information that can specifically identify any individual)**

Prepare and publish equality objectives

Consult all our stakeholders in the development of our equality objectives

**Good Practice**

We strive to achieve a cohesive community and expect that all members of our school community respect one another and that parents and carers feel fully engaged in the life of the school. We aim to provide our children with a secure understanding of their place within the local community, and where that community sits within the UK and the World. 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 aim to ensure that every child is healthy, safe, is able to enjoy and achieve in their learning experience, and is able to contribute to the wider community.

We ensure that procedures are in place to log racist incidents should they occur and we ensure governors and the Local Authority are informed at least annually. We monitor and log behaviour incidents in school and would therefore be able to track any incidents against children or adults in our school community with protected characteristics should they occur.

We also recognise that our work on equality is central to the successful promotion of fundamental British Values, especially in relation to the values of respect and tolerance and the rule of law. We will therefore ensure that our curriculum helps to prepare pupils for life in modern Britain and that we work proactively to address all forms of prejudice and discrimination, including derogatory and discriminatory language.

In fulfilling our legal obligations, we will use a range of strategies:

* Recognise and respect diversity
* Foster positive attitudes and relationships, and a shared sense of belonging
* Observe good equalities practice, including staff recruitment, retention and development

**Our Vision Statement**

**Addressing Prejudice Related Incidents**

This school is opposed to all forms of prejudice and we recognise that children and young people who experience any form of prejudice related discrimination may fair less well in the education system. We provide both our pupils and staff with an awareness of the impact of prejudice in order to prevent any incidents. If incidents still occur, we address them immediately and may seek support from the Local Authority Equality Team.

**Responsibility**

**Our Equality objectives are based on our data and our self-evaluation and our SIAMS actions.**

The objectives focus on areas where we believe there is an opportunity to take action to improve equality and tackle disadvantage. We have a similar objective this year as we could not meet last year’s objective fully due to the pandemic restrictions.

2020- 2021 ***To raise awareness of the meaning of spirituality for all cultures***

2021-22 ***To raise awareness of other cultures during whole school trips and collective worship.***

**Policy Review**

This policy will be reviewed in order to allow for the evaluation of the objective and to agree a new objective for the coming year.

Approved: September 2020

Next review: September 2022

Signed L Halliwell (Chair of Governors)