

MERE SCHOOL

Equality Policy

Statement of Commitment

At Mere School we are committed to creating an inclusive, welcoming and respectful school community where every individual is valued and treated with dignity and respect.

We believe that all pupils, staff, governors, parents, carers, volunteers and visitors have the right to be free from discrimination, harassment and victimisation. We are committed to promoting equality of opportunity, celebrating diversity and fostering positive relationships throughout our school community.

We will not tolerate discrimination on any grounds and will actively challenge prejudice, stereotyping and discriminatory behaviour.

Aims

The aims of this policy are to:

- promote equality of opportunity for all members of the school community.
- eliminate unlawful discrimination, harassment and victimisation.
- foster good relations between people who share a protected characteristic and those who do not.
- ensure all pupils can participate fully in school life and achieve their potential.
- create a learning environment where diversity is valued and celebrated.
- support pupils and staff to feel safe, respected and included.

Legal Framework

This policy is based on:

- Equality Act 2010,
- Human Rights Act 1998,
- Children Act 1989 and 2004,
- Special Educational Needs and Disability (SEND) Code of Practice,
- Keeping Children Safe in Education (KCSIE),
- Public Sector Equality Duty (PSED).

Under the Equality Act 2010, the following characteristics are protected:

- age,
- disability,
- gender reassignment,
- marriage and civil partnership,
- pregnancy and maternity,

- race,
- religion or belief,
- sex,
- sexual orientation.

Public Sector Equality Duty

The school will have due regard to the need to:

Eliminate discrimination

We will actively identify and remove discriminatory practices, policies and barriers.

Advance equality of opportunity

We will ensure all pupils have equal access to education, support, opportunities and resources.

Foster good relations

We will encourage understanding, respect and positive relationships among different groups.

Roles and Responsibilities

Governing Body

The Governing Body will:

- ensure the school complies with equality legislation.
- monitor equality objectives and outcomes.
- review this policy regularly.
- promote an inclusive ethos across the school.

Headteacher

The Headteacher will:

- lead on equality and inclusion.
- ensure equality is embedded in school practice.
- address incidents of discrimination promptly.
- provide training and support for staff.

Staff

All staff will:

- treat all members of the school community fairly and respectfully.

- promote inclusion and equality.
- challenge discrimination and prejudice.
- report incidents of discriminatory behaviour.
- act as positive role models.

Pupils

Pupils are expected to:

- treat others with respect.
- value differences and diversity.
- report any discrimination, bullying or harassment.
- contribute positively to the school's inclusive culture.

Equality in Education

The school will ensure that:

- all pupils have equal access to the curriculum.
- learning opportunities meet the needs of diverse learners.
- reasonable adjustments are made for pupils with disabilities.
- individual needs are identified and supported.
- teaching materials reflect and celebrate diversity.
- expectations are high for all pupils.

The school will monitor achievement and participation to identify and address inequalities.

Inclusion and Diversity

We celebrate the rich diversity of our school community and wider society.

The school will:

- promote understanding of different cultures, backgrounds and beliefs.
- ensure resources reflect a diverse society.
- celebrate a range of cultural and religious events where appropriate.
- encourage respect for individual differences.
- Create an environment where everyone feels they belong.

Special Educational Needs and Disabilities (SEND)

The school is committed to providing appropriate support for pupils with SEND.

This includes:

- early identification of needs.
- appropriate interventions and support.

- reasonable adjustments where required.
- partnership working with families and external agencies.
- ensuring pupils with SEND participate fully in school life.

Preventing Discrimination, Harassment and Bullying

The school does not tolerate:

- direct discrimination.
- indirect discrimination.
- harassment.
- victimisation.
- bullying motivated by prejudice.

This includes behaviour related to:

- race,
- religion or belief,
- disability,
- sex,
- gender identity,
- family circumstances,
- any protected characteristic.

All incidents will be taken seriously and investigated promptly.

Appropriate action will be taken in accordance with school policies and procedures.

Recruitment and Employment

The school is committed to fair employment practices.

We will:

- recruit staff based on merit and suitability for the role.
- ensure equal opportunities throughout recruitment and promotion.
- provide a workplace free from discrimination and harassment.
- support staff wellbeing and inclusion.
- make reasonable adjustments for employees with disabilities where appropriate.

Working with Parents and the Community

The school recognises the importance of working in partnership with parents, carers and the wider community.

We will:

- communicate respectfully and accessibly.
- seek feedback from stakeholders.
- encourage participation in school activities.
- promote an inclusive environment for all families.

Monitoring and Review

The school will monitor:

- pupil attainment and progress.
- attendance.
- behaviour incidents.
- exclusions.
- participation in school activities.
- discrimination and bullying incidents.

Monitoring information will be used to identify trends and improve equality outcomes.

Reporting Concerns

Any pupil, parent, member of staff or visitor who believes they have experienced discrimination should report the matter to:

- a class teacher,
- a senior leader,
- Designated Safeguarding Lead (where appropriate),
- Headteacher,
- Chair of Governors (if necessary).

All concerns will be taken seriously and dealt with fairly, sensitively and promptly.

Equality Objectives

The school will review and publish measurable equality objectives every three years.