



# Mauldeth Road Primary School Equality Policy



### Introduction

This policy reflects the Equality Act 2010, which harmonises and replaces previous legislation, including the Race Relations Act 1976, Disability Discrimination Act 1995, Gender Recognition Act 2004 and Sex Discrimination Act 1975. This policy therefore supersedes all previous school policies on Disability, Ethnicity (ie Race) and Gender.

The Equality Act combines the existing three duties into one new Equality Duty that covers all of these equality strands: age, disability, gender, gender-identity, race, religion or belief, sex and sexual orientation. In this 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. This Equality Policy summarises the school's approach in ensuring equality for all.

### School Context

The school is situated in a socially diverse, multiethnic area of Manchester and benefits from a rich mix in its intake. Many children arrive at the school with first languages other than English and many more are bilingual. There are a variety of faiths represented in the school's intake.

### School Aims

It is explicit in our school aims that we wish to create a learning environment in which all children may achieve their full potential and understand others and respect their beliefs. The school is determined to promote equality across all areas of school activity including:

- Progress, attainment, and assessment
- Behaviour, discipline and exclusions
- Pupil's personal development and pastoral care
- Teaching and learning
- Admissions and attendance
- Curriculum
- Staff recruitment and professional development
- Partnerships with parents and communities

### Roles and Responsibilities

#### a. Governing body to:

- Ensure that the school complies with equality legislation
- Ensure that the policy and its related procedures and strategies are implemented
- Incorporate equality targets into relevant strategic plans
- Assess the impact of the policy through consultation and evaluation
- Review, monitor and assess all policies for their effectiveness and impact in promoting equality.
- Build equality questions into school self-review and evaluation frameworks
- Regularly review the policy, its workings and its impact
- Recruit staff in accordance with LA recruitment and selection procedures, on the basis of the candidate's match to the specification for the post

**b. Headteacher to:**

- Implement the policy and its related procedures
- Ensure that all staff know their responsibilities and give appropriate training and support via Staff Meetings
- Take appropriate action in any cases of discrimination
- Monitor data by group, for example, on attainment, progress and exclusions and use this data to inform planning and decision making
- Monitor attendance by groupings
- Ensure that all staff and pupils are aware that discriminatory language and behaviour will not be tolerated

**c. All staff to:**

- Deal with relevant incidents and know how to identify and challenge bias and stereotyping
- Promote equality, respect for others and good relations and not discriminate on the basis of any of the listed equality strands
- Keep up to date with equality legislation
- Deal sensitively with the pastoral needs of all pupils
- Use assembly and curriculum opportunities to value a variety of cultural traditions and to challenge stereotypes
- Be welcoming to all parents/carers and communicate information in a clear way
- Ensure that discriminatory incidents are logged

**d. pupils to:**

- Treat all members of the school community with equal respect;
- Help to resist and report bullying
- Understand the action needed to report instances of discrimination
- Support the school's commitment to equality

### Breaches of the Policy

Serious breaches of the policy will be dealt with immediately by the headteacher and referred to the governing body where appropriate.

### Related School Policies

Equality considerations are taken into account in all related school policies. The main policies that deal with equality of opportunity include, but are not limited to the:

Accessibility Plan, SEND Policy, Behaviour Policy, Anti bullying Policy, Religious Education Policy and Community Cohesion Policy

## School Equality Objectives

- 1. To promote sex equality through the use of anti-stereotypical role models and resources.**
- 2. To foster pupils' understanding of inappropriate words and actions towards others based on their sex.**
- 3. To develop pupils' understanding of how to report discriminatory behaviour**

## Actions to Promote Equality Objectives

- 1. To promote sex equality through the use of anti-stereotypical role models and resources.**
  - Books and reading resources checked and new purchases made to challenge gender stereotypes
  - Subject leaders to monitor planning and resources promote sex equality through role models and resources which challenge sex stereotypes
  - Texts for English units to be monitored to ensure balance and representation
- 2. To foster pupils' understanding of inappropriate words and actions towards others based on their sex.**
  - Explore in a way which is age appropriate how and where sex stereotyping occurs
  - Explore the harmful and limiting effects of stereotyping
  - Discuss and provide challenge to stereotypes
  - Ensure that PSHE units address these where possible
- 3. To develop pupils' understanding of how to report discriminatory behaviour**
  - Discuss how discriminatory ideas may be challenged without causing conflict
  - Ensure that all staff are prepared for the conversations that may arise and are able to sensitively but effectively deal with them

Reviewed By	Governing Body
Review Period	Bi -Annually
Last Reviewed	January 2026
Next Review	January 2028