

Thorney Island Community Primary School  
Single Equality Scheme Guidelines and Objectives

Purpose.

The purpose of these guidelines is to meet the duties to promote equality of opportunity for, and between, the diverse members of the school community; including disabled pupils, staff, parents, and differing genders and racial groups within our school.

Aims.

To establish with all staff an overall vision of the duty to promote equality of opportunity for pupils, staff and parents.

To promote positive attitudes towards, and equality of opportunity between, disabled and non-disabled people, different genders and between different racial groups.

To eliminate discrimination and harassment on the grounds of disability, gender, race or ethnicity, sexual orientation and religion or beliefs.

To encourage the participation of disabled pupils, staff, parents and carers.

Objectives

To raise the awareness of all staff, governors, parents and pupils of the differing groups covered by the Equality Act 2010. (Governors)

To identify disabled pupils, parents, carers, staff and other users of the school to help develop our understanding of their needs. (Business Manager)

To collect, monitor and analyse data on the educational achievements of, disabled pupils, boys and girls, and pupils from differing racial and cultural backgrounds. (Head Teacher)

To continue to record, address and monitor any bullying or harassment on the grounds of gender, disability or race. (Head Teacher & Governors)

To continue to review curriculum planning and whole school initiatives to ensure links with differing cultures. (Staff)

To ensure the current rolling programme of whole school assemblies promote race, disability and gender awareness. (Head Teacher & Staff)

To monitor participation in extra-curricular activities to ensure participation by differing groups. (Subject Leader P.E.)

To continue to make provision for full access to the school building and its facilities by those with disabilities as appropriate through the schools Accessibility Plan. (Governors)

Additional School Documentation

Policy Statement on Equality & Diversity in Employment

Additional Guidance

Equality Act 2010: Advice for School Leaders, School Staff, Governing Bodies and Local Authorities. [DfE Equality Act 2010 - Guidance for Schools](#)

Education Providers Schools' Guidance (Equality and Human Rights Commission.)

[www.equalityandhumanrights.com](http://www.equalityandhumanrights.com)