

## The overriding principle of equality is generally one of equal treatment

Stroud Valley Primary School firmly believes that **all** children, families and staff will be treated equally. No-one will be discriminated against regardless of their sex, race, disability, religion, beliefs or sexual orientation (protected characteristics – see below).

### In our work we practice 'due regard' and:

- eliminate discrimination and other conduct that is prohibited by the Equality Act 2010
- advance equality of opportunity between people who share a protected characteristic and those that do not;
- foster good relations across all characteristics – between people who share a protected characteristic and people who do not share it.

Decision makers in the school are aware of the duty and when making a decision or taking an action they will assess whether there are particular implications for people with protected characteristics. We will consider equality implications before and at the time of policy development and keep them under review on a continuing basis. The PSED will be integrated into carrying out the school's functions and the analysis necessary to comply with the duty will be carried out seriously, with rigour and with an open mind.

### The Equality Act 2010 replaced all previous equality legislation including:

The Race Relations Act  
 The Equal Pay Act  
 The Sex Discrimination Act  
 The Disability Discrimination Act

### This Single Public Sector Equality Duty (PSED) names the following protected characteristics:

- race
- disability
- sex (gender)
- age
- religion or belief
- sexual orientation
- gender reassignment
- pregnancy or maternity

Section Three of the PSED outlines special issues related to these protected characteristics and the school will openly discuss these with anyone who raises an issue. A copy of the full Act is easily accessible through the internet or we will provide a printed copy upon request.

The school is aware of its obligations under the Equality Act 2010 and complies with non-discrimination provision. This policy is reviewed annually and staff / governors are reminded of our responsibility at the start of each academic year.

**The PSED outlines four types of unlawful behaviour which this school will not tolerate:**

**Direct Discrimination** occurs when a person treats another less favourably because of a protected characteristic than they treat others.

**Indirect discrimination** occurs when a provision or practice applied generally results in the effect of putting children, their families or staff with a protected characteristic at a disadvantage of those without.

**Harassment** is unwanted conduct relevant to a protected characteristic which may violate a person’s dignity or creating an unwanted environment for that person.

**Victimisation** occurs when a person is treated less favourably than they would otherwise have been because of something they have done in connection with the act; eg a person who has made an allegation of discrimination under the Act. The reason for this is to ensure people feel able to raise genuine concerns about discrimination without fear of retaliation. A child will not be victimised because of something done by a parent or sibling.

**Advancing Equality of Opportunity**

We aim to advance equality by removing or minimising disadvantages suffered by people that are connected to a particular characteristic. This may mean taking positive action to meet particular needs in order to alleviate such disadvantages and encouraging those with particular characteristic to participate fully in any activities.

**Fostering Good Relations**

We aim to foster good relations between those who share a protected characteristic and those who do not. We promote tolerance, friendship and understanding of all through our values and aspects of our curriculum.

**Disability**

Disability works differently in that it only acts one way. This enables us to treat disabled people more favourable than non-disabled pupils which enables them to be put on an equal footing with those that are not disabled. The school will make reasonable adjustments to ensure a child is able to play a full and active part in the life of the school.

The Act explicitly excludes the content of the school curriculum but the delivery of the curriculum is explicitly included. This means all our children will receive the curriculum offered regardless of any protected characteristics.

**Acts of Worship**

A daily act of worship that is mandatory and broadly of a Christian nature is not covered by the characteristic ‘religion or belief’. We are not acting discriminatorily because we do not provide acts of worship from other religions. However, to develop tolerance, and mutual understanding, amongst our children our curriculum does cover the celebrations of religious festivals and customs.

**Admissions**

All children and families are welcome at Stroud Valley Community Primary School.

**We welcome any discussion about the equality at SVCPS. Please contact the head teacher if you feel your child or your family is experiencing discrimination.**

**Monitoring**

All concerns raised in regard to equality will be reported to governors through the termly Headteacher report.

Policy	Equality
Date Policy Ratified by Governors	6/02/2018
Committee Responsible	Behaviour and Safety
Date for next review	6/02/2020

