



PARK GROVE SCHOOL POLICY



Equalities Policy

AIMS

The aim of this policy is to ensure that, at Park Grove, everyone is treated equally, regardless of their particular circumstances.

OBJECTIVES

In accordance with the Equality Act 2010 and the Equality Act 2010 (Specific Duties) Regulations 2011, we aim to make sure that no-one experiences less favourable treatment or discrimination because of their age, any disability they may have, their ethnicity, colour or national origin, their gender, being pregnant or having recently had a baby, their religion or beliefs, their sexual identity and orientation.

STATUTORY CONTEXT

Under the Equality Act 2010 the school has a general duty to eliminate discrimination, to advance equality of opportunity and to foster good relations.

The school also has specific duties to publish information every year about our school population, to explain how we have due regard for equality and to publish equality objectives which show how we plan to tackle particular inequalities and reduce or remove them.

GENERAL CONTEXT

Park Grove School is committed to equality. Therefore:

- We do our best to ensure that everyone is treated fairly and with respect.
- We make sure the school is a safe, secure and stimulating place for everyone.
- We recognise that people have different needs and we understand that treating people equally does not always involve treating them all exactly the same.
- We recognise that for some pupils extra support is needed to help them to achieve and be successful.
- We welcome the general principles of the United Nations Convention on the Rights of the Child and accordingly have regard in particular for the needs of children and young people who are disadvantaged or vulnerable and their parents and carers.
- We welcome the emphasis in the Ofsted framework on the importance of narrowing gaps in achievement which affect, amongst others
 - o Pupils from certain cultural and ethnic backgrounds
 - o Pupils who belong to lower income households
 - o Pupils who are disabled
 - o Pupils who have special educational needs
 - o Boys in certain subjects and girls in certain other subjects.

MONITORING & EVALUATION

Monitoring and evaluation are the responsibility of the Headteacher and Senior Leadership team and the Governing body. This will be carried out alongside the ongoing review of the School improvement Plan where the specific equality targets are outlined.

LINKED POLICIES

All school policies will be drawn up and applied in line with the commitments listed above.

APPROVED BY: Full Governing body

DATE: December 2012

NEXT REVIEW: December 2015