Bank End Primary Academy
The best in everyone™
Part of United Learning

Equality Policy 2026-2027

SINGLE EQUALITY POLICY

Overview

This policy reflects the Single 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 (i.e Race) and Gender.

The Single Equality Act combines the existing three duties into one new Equality Duty that covers all seven of the equality strands: age, gender, gender-identity, race, religion or belief 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 Single Equality Policy summarises the school's approach in ensuring equality for all.

Objectives

To ensure that all learners have equal access to a rich, broad, balanced and relevant curriculum.

To advance equality of opportunity by ensuring that teaching, learning and the curriculum promote equality, celebrate diversity and promote community cohesion by fostering good relations.

To eliminate any discrimination, harassment and victimisation. To ensure that no one is unfairly or illegally disadvantaged as a consequence of their age, disability, gender, gender identity, sexual orientation, colour, race, ethic or national origin, disability or religious beliefs.

To recognise and celebrate diversity within our community whilst promoting community cohesion.

To ensure that this policy is applied to all we do.

To ensure that all members of the school family are fully involved in the provision made by the school.

To ensure that within the school budget, adequate funding is provided to underpin this policy and that intervention, positive and preventative action is funded where necessary.

To ensure that resources across school reflect the diversity and breadth of the school family and the wider community.

Good Practice

We work to achieve a cohesive community and expect that adults and children respect each other and behave with respect to each other, and that their parents feel fully engaged in the school.

We aim to enhance a wider sense of community locally, as well as in the context of the UK and world communities.

We support the UN Convention on the Rights of the Child, the UN Convention on the Rights of People with Disabilities, and the Human Rights Act 1998. Through our policies and actions, we undertake to ensure that every child and young person is healthy, safe is able to enjoy and achieve in their learning experience and is able to contribute to the wider community.

We consider it essential to maintain the practice of logging Hate incidents, tracking, and reporting them. We monitor and log incidents that discriminate against children and young people or adults in our school. We monitor and log Hate incidents under the categories of bullying, homophobia, racism, faith/religious, gender, related to SEN or disability, radicalisation and extremism.

Strategies

Monitoring, evaluation and review carried out by the Leadership Team will ensure that procedures and practices within the school reflect the objectives of this policy. All Hate incidents are recorded using the CPOMS system which is accessible to all school staff. Staff will also record incidents in their individual class behaviour logs. SLT and HT are automatically informed of any incidents through the CPOMS system and CPOMS incidents are reviewed half termly in the SLT meeting.

Parents and governors are involved and consulted about the provision being offered by the school.

Teachers will ensure that the teaching and learning takes account of this policy.

The diversity within our school family and the wider community will be viewed positively by all.

Diversity will be recognised as a positive, rich resource for teaching, learning and the curriculum.

Professional development opportunities will be provided for staff to provide them with the knowledge, skills and understanding they need to meet the requirements of this policy.

Contributions will be sought from parents and others to enrich teaching, learning and the curriculum.

The positive achievements of all pupils will be celebrated and recognised.

Outcomes

This policy will play an important part of the educational development of individual pupils.

It will ensure that all members of the school family are treated equally and as favourably as others.

The school will make all reasonable adjustments to promote equal opportunity and equal treatment of all members of the school family.

We are committed to meeting the individual needs of each child and will take full account of their age, disability, gender, gender-identity, race, religion or belief and sexual orientation in accordance with the requirements of The Single Equality Act 2010.

Equality Objective

The Equality Act 2010 requires schools to publish specific and measurable equality objectives. Our equality objectives are based on our analysis of data and other evidence.

Our equality objectives focus on those areas where we have agreed to take action to improve equality and tackle disadvantages.

We will regularly review the progress we are making to meet our equality objectives. Equality objective: Identify opportunities in the curriculum to look at other cultures/countries, study famous people from ethnic minorities and to celebrate diversity.

Policy Review

This policy will be reviewed every year by the Local Governing Body as part of its monitoring cycle. Next review due Autumn 2026.