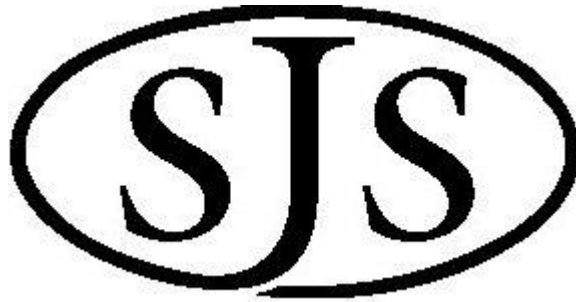


Shaftesbury Junior School

Single Equality Policy



'We care, we share, for the future we prepare'

Approved by: Full Governing Body

Date: 24/03/2025

Last reviewed on: March 2025

Next review due by: March 2026

This policy reflects requirements for inclusion and equality as set out in the [Special Educational Needs and Disability Code of Practice 2014](#) and [Equality Act 2010](#), and refers to curriculum-related expectations of governing boards set out in the Department for Education's [Governance Handbook](#).

We support the 'City of Sanctuary' vision that the UK will be a welcoming place of safety for all and proud to offer sanctuary to people fleeing violence and persecution. We endorse the City of Sanctuary Charter, and agree to act in accordance with City of Sanctuary values and apply the network principles within our work.

We recognize the contribution of people seeking sanctuary. Sanctuary seekers are welcomed, included and supported within our context.

Statement of intent

At **Shaftesbury Junior** School we are committed to promoting equality of opportunity and outcome for all pupils, irrespective of race, religion, gender or disability. We aim to be a welcoming place of safety for all, especially for those seeking sanctuary. The school recognizes that families re-locate for a number of reasons, including fleeing from violence and persecution. We are proud to be a welcoming school and offer sanctuary to those who seek it.

Responsibilities

As a school we welcome our duties under the Equality Act 2010. The general duties are to:

- eliminate discrimination
- advance equality of opportunity
- foster good relations

We understand the principal of the act and the work needed to ensure that those with protected characteristics are not discriminated against and are given equality of opportunity.

A protected characteristic under the act covers the groups listed below:

- age (for employees only)
- disability
- race (includes ethnic or national origins, colour or nationality)
- gender (including issues of transgender)
- gender reassignment
- maternity and pregnancy
- religion and belief (includes lack of belief)
- sexual identity
- marriage and civil partnership (for employees)

In order to meet our general duties, listed above, the law requires us to do some specific duties to demonstrate how we meet the general duties. These are to:

- publish equality Information – to demonstrate compliance with the general duty across its functions

We will not publish any information that can specifically identify any child or employee of the school

To do this we will collect data related to the protected characteristics above and analyse this data. The data will be assessed across our core provisions as a school. This will include the following functions:

- admissions
- attendance
- attainment
- exclusions
- prejudice related incidents

We acknowledge our responsibilities as an employer and will ensure compliance with the Equality Act 2010 in regard to the range of functions associated with being an employer.

We also welcome our duty under the Education and Inspections Act 2006 to promote community cohesion.

We recognise that these duties reflect international human rights standards as expressed in 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.

In fulfilling our legal obligations we will:

- Recognise and respect diversity

- Foster positive attitudes and relationships, and a shared sense of belonging

- Observe good equalities practice, including staff recruitment, retention and development

- Aim to reduce and remove existing inequalities and barriers

- Consult and involve widely

- Strive to ensure that society will benefit

We agree with and adhere to the principles of the City of Sanctuary Charter and are committed to creating a culture of welcome and inclusion for refugees and people seeking asylum. This includes a strong induction process for newly arrived children and families (see Induction Policy).

Addressing Prejudice Related Incidents

Shaftesbury Junior School is opposed to all forms of prejudice and we recognise that children who experience any form of prejudice related discrimination may fair less well in the education system. We provide both pupils and staff with an awareness of the impact of prejudice in order to prevent any incidents. If incidents still occur, we address them immediately.

We will ensure that the whole school community is aware of the Single Equality Policy. This will be available on the school website.