

## Lowca Community School Policy for Equality of Opportunity

Here at Lowca Community School we value every person and are committed to treating people fairly.

We welcome our legal duty to eliminate discrimination and promote tolerance and community cohesion. The equality Act 2010 requires us to publish information that demonstrates we are complying with the need to advance equality of opportunity between people who share a protected characteristic. The 2010 act brings together a number of previous acts into one and gives legal protection from discrimination based on the following characteristics. · Gender · Marital status and civil partnership · Pregnancy/Maternity · Transgender · Disability · Ethnicity · Age · Religion and belief · Sexual Orientation.

We foster good relations between people who share a protected characteristic and those who do not share a protected characteristic. The act aims to ensure that all adults and children treat one another with respect . Great effort is made so that all groups make good progress. So that employment practice is also fair we adopt the Cumbria County council H.R. policies. Lowca school is committed to developing good citizens; locally, nationally and globally.

As part of our education/curriculum:

- We think about the child as an individual and encourage everyone to look for talents and strengths, think positively as well as valuing and respecting diversity.
- Encourage pupils to be aware of trusted adults and to know that we believe in them
- Encourage all stakeholders to give feedback e.g. questionnaires
- Communicate effectively through the weekly newsletter our vision
- Have a daily act of worship which addresses current issues eg. prejudice and embraces a breadth of cultures
- Reading partners
- Peer assessment and support
- Charity work which develops empathy
- All racist incidents are reported to the Local Authority


· Discriminatory incidents are recorded on behaviour log and in case studies·  
Staff concerns are recorded and the designated safeguarding lead will refer cases to the safeguarding hub as appropriate or begin Early Help interventions.

### **Objectives for Sept.2019-Sept.2020**

1 Educate pupils about discrimination and injustice within our revised curriculum.

2 Monitor the progress of vulnerable groups and strive to close the gap between those with aforementioned characteristics and those without.

3 Ensure that recruitment is in line with equal opportunities legislation.

Signed.....  ..... (on behalf of governors)

Dec 2019

Review due...Dec 2020