

Agreed and adopted by Cheadle Village Primary School Governing Board

Date: May 2025

Review: May 2028



SINGLE EQUALITY POLICY

At Cheadle Village Primary School, equality is a key principle for treating all people fairly and creating a society in which everyone has the opportunity to fulfil their potential. This is irrespective of their gender, ethnicity, disability, religion or belief, sexual orientation, age or any other recognised area of discrimination.

At Cheadle Village Primary School, we are committed to:

- promoting equality of opportunity
- eliminating discrimination and harassment
- valuing diversity and promoting positive relationships
- providing an inclusive education which enables all pupils to develop their full potential
- meeting the requirements of the Single Equality Act 2010.

The Single Equality Act

The Single Equality Act came into force in 2010 and it imposes equality duties in respect of each of the equality strands which are called protected characteristics.

The protected characteristics are:

- Age
- Disability
- Gender re-assignment
- Marriage and Civil Partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

This policy outlines the commitment of the staff, pupils and governors of Cheadle Village Primary School to ensure that equality of opportunity is available to all. We are an inclusive school which prides itself on valuing all children and ensuring that they feel happy and secure whilst in our care. We actively celebrate difference and diversity.

For our school, equal opportunity does not mean treating everybody the same but recognising and understanding that different barriers to learning could lead to unequal outcomes for children in school. This means that in our school, in order to achieve equality, provision may differ for individuals and groups as required.

We have consistently high expectations for all our children, regardless of their gender, ethnicity, disability, religion or belief, sexual orientation, age or any other recognised area of discrimination. All children are given the opportunity to succeed, they are encouraged to work hard to reach the highest level of achievement.

We ensure that all children have access to a rich, broad and relevant curriculum which actively promotes equality, celebrates diversity and promotes acceptance, inclusivity and strong community cohesion. We use materials that reflect a range of cultural backgrounds, without stereotyping and which promote attitudes and values that will challenge discriminatory behaviour. We provide opportunities for children to appreciate their own culture and religions and celebrate the diversity of other.

Outcomes

Monitoring, evaluation and review carried out by the Leadership Team will ensure that procedures and practices within school reflect the objectives of this policy. This includes Pupil Voice.

Teachers will ensure that their planning, teaching and learning takes account of this policy and they will see that the Equality Duty underpins all their work.

The diversity within our school and the wider community will be viewed positively by all and this diversity will be recognised as a positive, rich resource for teaching, learning and the curriculum.

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

All children will feel included and valued.