

Foreland Fields School

Single Equality Policy



Governing Body Approval and Categories

Date of Last Review / Scrutiny	30 th September 2025
Date (Month / Year) of Next Review /Scrutiny	September 2028
Date Policy was Ratified	8 th October 2025
Category of the Policy	General
Named Lead for Writing the Policy	Headteacher
Named Governor for Scrutiny	Chair of Governors
Approval Body	Full Governing Body
Display on Main Web Site	Yes
NOTE: IF THIS POLICY HAS BEEN SCRUTINISED BY A DIFFERENT LEAD GOVERNOR OR BEEN RATIFIED BY A DIFFERENT GOVERNING TEAM PLEASE STATE WHICH TEAM	
Signed – Chair of Governors	Date 8.10.25

United Nations Convention on the Rights of the Child

Foreland Fields School is a Rights Respecting School thereby this policy ensures that the following rights are acknowledged:



- **Article 3** (Best interests of the child). The best interests of the child must be a top priority in all decisions and actions that affect children.
- **Article 12** (Respect for the views of the child). Every child has the right to express their views, feelings and wishes in all matters affecting them, and to have their views considered and taken seriously.
- **Article 23** (Children with a disability). A child with a disability has the right to live a full and decent life with dignity and, as far as possible, independence and to play an active part in the community.
- **Article 28** (Right to education). Every child has the right to an education. Primary education must be free and different forms of secondary education must be available to every child.
- **Article 30** (children from minority or indigenous groups) Every child has the right to learn and use the language, customs and religion of their family, whether or not these are shared by the majority of the people in the country where they live.
- **Article 31** (leisure, play and culture) Every child has the right to relax, play and take part in a wide range of cultural and artistic activities. Article 32 (child labour) Governments must protect children

Foreland Fields School

Single Equality Policy

Overview

This policy reflects the Single Equality Act 2010 (Equality Act) 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.

Everyone in Britain is protected by the Equality Act. The protected characteristics under the Act are:

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation

At Foreland Fields 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.

Related School Policies

This policy should be read in conjunction with the following school policies:

- Values and Ethos Document
- Child Protection Policy
- Positive Behaviour Policy
- Behaviour Principles
- Careers Education Policy
- Discipline and Conduct Policy
- Appraisal of School Staff Policy
- Anti-Bullying Policy
- Collective Worship Policy
- Staff/Pupils Acceptable Use policies (IT)
- Dignity and Respect at Work Policy
- Relationships and Sex Education Policy
- Prevent Policy.

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 ensure that no adult within the school community is discriminated against on the basis of one of the protected characteristics.
- 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, ethnic or national origin, disability or religious beliefs.
- To recognize and celebrate diversity within our community whilst promoting community cohesion.
- To ensure that this policy is applied to all we do.
- To ensure that pupils, staff and parents 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.

Good Practice

We strive to achieve a cohesive community and expect that parents, staff and children respect one another. We strive to ensure that parents feel fully engaged in the school.

Staff at Foreland Fields School will:

- Promote an inclusive and collaborative ethos.
- Show respect for one another.
- Challenge Prejudice and Discrimination.
- Deal appropriately with any prejudice related incidents that may occur.
- Plan and deliver lessons that reflect the school's principles, for example through the use of materials that promote positive images in terms of race, gender and disability.
- Maintain the highest expectations of success for all pupils and students.
- Provide appropriate support for all pupils and students.
- Promote positive and collaborative relationships with parents.

We aim to provide a wider sense of community locally, as well as in the context of the UK and the 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. The United Nations International Children's Emergency Fund (UNICEF) awarded the school with the Gold Rights Respecting School Award (RRSA) in January 2019. We have maintained this status at every 3-year re-accreditation visit. The Rights Respecting School Award is presented to schools that have fully embedded children's rights throughout the school in its policies, practice and ethos.

The Inclusion Quality Mark (IQM) Awards are designed to celebrate and strengthen inclusion within UK education, providing a clear framework for improvement. This exists to help schools create learning environments where every pupil feels valued, supported and able to thrive. Foreland Fields School was awarded the Inclusion Quality Mark in 2022. Following successful re-accreditation in 2023, the school was awarded 'Centre of Excellence' status, which it maintained in 2024. By achieving the IQM Award, Foreland Fields School demonstrates its commitment to ensuring inclusive practice is at the heart of everything we do. From curriculum planning and behaviour management to staff development and community engagement.

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 maintain the practice of logging racist incidents and reporting them to the local authority. We monitor and log incidents that discriminate against children and young people or adults in our school with protected characteristics, e.g. homophobic bullying. We also monitor and log bullying incidents.

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.

Parents, staff and governors will be involved and consulted about the provision being offered by the school. Contributions will be sought from parents and others to enrich teaching, learning and the curriculum.

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

The diversity within our school 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.

The positive achievements of all pupils will be celebrated and recognised

Outcomes

This policy will play an important part in the educational development of individual pupils. It will ensure that all pupils and staff 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 community.

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 Objectives

The equality Act 2010 requires schools to publish specific and measurable equality objectives. Foreland Field's School's Equality Objectives are based on identified priority areas 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.

Foreland Fields School Equality Objectives 2025-2028:

- Improve out of school provision and opportunities for pupils with protected characteristics.
- Promote an inclusive environment where all pupils feel safe, valued, and are able to use their voices to speak up against prejudice.
- Provide an inclusive workplace that attracts a diverse range of candidates, creating an environment in which colleagues are treated with respect and where impartiality in practice is recognised.