



Merrydale Infant School Single Equality Policy

Chair's signature ... Mrs E Surtees

Head's signature... Mr M Tipple-Johnson

Date agreed by the Governing Body.. 4th July
2023

Review date... July 2024

As a school, we welcome our duties under the Equality Act 2010. The Governing Body's policy is to provide education fairly to all pupils within the school and to give equal treatment to its employees, pupils and members of the community regardless of their age, disability, marital status, ethnicity, religion, gender, sexual orientation, or national origin. The Governing Body promotes the elimination of discrimination and complies with all relevant Equalities legislation.

We believe that promoting Equality is the whole schools responsibility. All Governors, employees and those acting on behalf of the Governing Body or school are responsible for implementing the policy and have a continuing duty to challenge all forms of discrimination.

The Governing Body will:

- ensure that the policy and related legislation is understood and applied
- promote education and training to increase awareness and eliminate discrimination
- ensure that services and resources are appropriate to the pupils and members of the community it serves
- promote and support the principles of equality throughout the school
- ensure that the whole school community is aware of the Single Equality Policy and will publish equality information and compliance annually through our school's website

Monitoring and Evaluation

- The Headteacher will report to the Governing Body annually
- The Governing Body will review the impact of the policy on a regular basis
- The policy will be regularly reviewed to ensure that it reflects changes in legislation, directives and codes of practice.

Direct/Indirect Discrimination

The Governing Body recognises that there are different types of discrimination and will work with pupils and employees of Merrydale Infant School to ensure that all are eradicated.

The Governing Body will:

- Ensure no individual is discriminated against because of any reason whatsoever. The only exception to this being if a genuine occupational requirement can be shown to apply.
- Ensure that appropriate awareness training is provided and where necessary make additional provision for such.

Genuine Occupational Requirement

In law there may be instances when being of particular ethnic group, religion, sex or sexual orientation will be a specific requirement of a post and can be justified. This is known as a genuine occupational requirement or qualification. However, we believe that there will be very few, if any, circumstances where this requirement will arise for educational appointments. If this circumstance arises the Governing Body will seek advice from the local authority before proceeding with the advertising and filling of the post.

Changes to employees' circumstances

The Governing Body encourages employees to inform the Headteacher of any material change in their circumstances which could affect their working conditions and the application of this policy. The Governing Body encourages employees to seek advice from their union before doing so.

Complaints and Resolution of Disputes

If the school receives a complaint relating to any aspect of this Policy which cannot be resolved informally the complaint will be dealt through the school's Complaints Procedure.