Booker Avenue Infant School

Single Equality Policy
2026-29

INTRODUCTION

Booker Avenue Infant School is committed to promoting fairness and equality in everything that the school does, acknowledging the diversity of all people who make up our school community. Equality involves a fair environment in which everyone can participate and is given the opportunity to achieve.
Diversity recognises and values differences between individuals and groups to create a positive and inclusive culture for the benefit of the community of Booker Avenue Infant School.

We believe that every member of the school community has the right to be treated with dignity, understanding, tolerance, respect and fairness, and to be in an environment free from abuse, offensive behaviour, prejudice and unfair discrimination. In seeking to eliminate direct or indirect discrimination and to promote equality of opportunity and fair treatment, Booker Avenue Infant School will actively promote policies and procedures aimed at realising the full potential of every individual. The school will endeavour to maximise resources to ensure that opportunities are open to all. It is the objective of Booker Avenue Infant School to adopt a purposive approach and comply with the spirit as well as the letter of the law.

SCOPE

This policy applies to all aspects of school life. This includes :-

(a) staff recruitment, staff promotion and staff training
(b) the curriculum, teaching and learning and class room practice
(c) pupil admissions and attendance
(d) pupil attainment and progress
(e) pupil behaviour, discipline and exclusions
(f) pupils' personal development and pastoral care
(g) membership of the Governing Body
(h) partnerships with parents and communities

The above list is not exhaustive.

This policy does not mean that everyone will be treated in exactly the same way. Different people with different needs may be treated in different ways depending on their requirements.

This policy and any related procedures will be easily accessible and well publicised. This policy intends to comply with all statutes and regulations and the present and future legislation will override this policy if appropriate.

PROTECTED CHARACTERISTICS

Booker Avenue Infant School will promote equality of opportunity and eliminate discrimination in particular with regard to the following **Protected Characteristics :-**

(a) Age

The school will not discriminate against a person because of their age

(b) Disability

The school having due regard to the need to –

- Promote equality of opportunity between disabled people and other people
- Eliminate unlawful discrimination and harassment of disabled people that is related to their disability
- Promote positive attitudes towards disabled people
- Encourage participation by disabled people in public life
- Take steps to meet disabled people's needs even if this requires more favourable treatment

(c) Gender

The school having due regard to the need to –

- Promote gender equality and eliminate sex discrimination
- With employment, to consider genuine occupational requirements for a particular quality such as gender may be appropriate

(d) Gender Reassignment

The school will not discriminate against anyone who is proposing to undergo, undergoing or has undergone a process (or part of a process) for the purpose of reassigning the person's gender by physiological or other attributes of sex

(e) Race

The school having due regard to the need to –

- Eliminate unlawful racial discrimination
- Promote racial equality on the grounds of colour, race, nationality, ethnic or national origin
- Promote good relations between people from different racial groups

(f) Religion or Belief

The school will not discriminate against a person because of their religion or belief (or non belief)

(g) Sexual Orientation

The school will not discriminate against a person because of their sexual orientation.

(h) Marriage and Civil Partnership

The school will not discriminate against a person because of their marital status.

(i) Pregnancy and Maternity

The school will not discriminate against a person because of their pregnancy and / or maternity

TYPES OF DISCRIMINATION

The Equality Act 2010 defines discrimination as:

Direct Discrimination (includes associative and perceived discrimination)
- treating a person less favourably because of a protective characteristic, the perception that they have a protected characteristic, or because of a person's association with someone who has a protected characteristic.
The Equality Act also expanded direct discrimination to cover treatment on the grounds of perceived status, for example, where someone is treated less favourably because they are perceived to hold a certain protected characteristic, even if that perception is wrong. It has also been expanded to cover discrimination which results from a person's association with someone having a protected characteristic, for example, a child with a disability.

Indirect Discrimination – unjustifiable application of a provision, criterion or practice, even though it is applied to everyone, if it is one with which a smaller proportion of a particular group can comply, e.g literary standards, height, or one which places persons of a particular sex, sexual orientation, race, religion or belief, or age at a disadvantage, when compared to others. The Equality Act also extends indirect discrimination to cover both disability and gender reassignment. Indirect discrimination is unlawful whether it is intentional or not.

The Equality Act also establishes harassment or victimisation related to any of the protected characteristics with the exception of pregnancy and maternity and marriage and civil partnership as forms of direct discrimination and therefore as unlawful acts. The Act extends the definition to include harassment based on association or perception. For example, it will cover harassment based on a person's association with their disabled child, or harassment based on a perception that a person holds a religious belief. The employer (the Governing Body, where applicable, acting on behalf of the City Council) can be held responsible in law for the discriminatory acts of staff within the school. Schools are also responsible for the behaviour of school staff towards those individuals employed by other organisations, but who are undertaking work on or are present on school premises. This makes it essential for the Governing Body to develop suitable policies to demonstrate its opposition to such actions.

Victimisation is also unlawful. This is when an individual is subjected to a detriment because they have made a complaint about discrimination or harassment, or have given evidence relating to such a complaint. If the individual is victimised, or if the school does not take reasonable steps to prevent it, the school will be liable and may be ordered to pay compensation. Similarly, the person who victimises another person may also be ordered to pay compensation. There is no upper limit on the amount of compensation that may be awarded.

TEACHING AND LEARNING

Booker Avenue Infant School stresses the importance of equality as a dimension of teaching and learning and requires :-

- Education that combats unfair discrimination that may be caused by intolerance or ignorance.
- Education that values diversity and promotes understanding and respect. In particular we may misinterpret or fail to understand those who are different because of our own cultural conventions.
- Fairness that is demonstrated by effective communication.
- Prevention of stereotyping and lack of awareness and encouragement of positive attitudes towards the differences of individuals.
- To use its best endeavours to provide equal access to the curriculum for all pupils.
- To use the resources of the school and the teaching methods and styles that take account of needs of pupils with different backgrounds.
- That our school is educationally inclusive and recognises that each pupil has a voice and we listen and respond appropriately.

RESPONSIBILITIES

A: The Governing Body will ensure that the school complies with the appropriate legislation and that this policy and any related procedures are implemented.

B: The Headteacher will implement this policy and any related procedures, ensuring that all staff are aware of their responsibilities. The Headteacher will report annually to the Governing Body on the operation and effectiveness of this Policy and in particular on the single equality scheme and its action plan and the accessibility plan.

C: All staff with management roles have additional responsibility ensuring Booker Avenue Infant School's commitment to equality is reflected in :-

- The attitudes and behaviour of staff for whom they are responsible.
- Arranging appropriate training.
- Their willingness to acknowledge and tackle examples of unacceptable behaviour.

D: All staff must :-

- Deal with incidents, knowing how to identify failure to provide equality of opportunity , fair treatment and unfair discrimination
- Lead by example with their attitude and behaviour
- Be willing to acknowledge and encourage good practice by people they manage

E: All staff will undertake appropriate training.

F: Parents, visitors and contractors should where appropriate be made aware of this policy.

G: All members of the school community must recognise that each individual has to uphold the law and the principles of fairness and equality.

MONITORING

Booker Avenue Infant School recognises that genuine equality can only be achieved by monitoring what is actually happening and then using this information to improve future action. The Headteacher will implement appropriate procedures necessary for the assessment of this Policy.

BREACHES OF THE POLICY

All persons who do not comply with this policy may be liable to disciplinary action and/or a complaint being dealt with under the complaints policy of the school. Complaints will be treated with discretion and confidence wherever possible, but anonymity cannot be guaranteed. Any concern relating to this policy should be raised with the Headteacher in the first instance.

October 2026