



Extended Schools Equalities Policy

Policy Number : POL-MAN-057

Issue : 04

Status : Approved

APPROVED	Date	Name	Signature
School	05.11.2024	Alicia Gadsby	<i>A Gadsby</i>
Governing Body	05.11.2024	Diane Kingdon	<i>D Kingdon</i>



CHANGE HISTORY

Issue Number	Issued On	Next Review Due	List of Changes
01	Feb 2015	Feb 2018	New Policy
02	May 2018	May 2021	Updated and amended
03	May 2021	May 2024	Updated policy dates
04	Sept 2024	Sept 2027	Updated policy dates



Kettlefields Breakfast Club and After School Club Equalities Policy

Mission statement

As a community, Kettlefields School welcomes and values the uniqueness and individuality of each of its members. Recognising the importance of what is learnt in childhood, staff endeavour to treat all children fairly and equally and aim to challenge negative labels and attitudes whenever they arise. The detrimental impact of discrimination and social inequality is acknowledged by all.

Aims

- To acknowledge the differences between people.
- To celebrate those differences as part of the society we live in.

1 GENERAL DUTIES

1.1 Best Practice should:

- Listen and respond to the views of parents and children
- Respect different beliefs and opinions
- Consider how best to meet individual needs when they are different from the majority
- Challenge and record any incident that is deemed discriminatory

1.2 Role of the Staff

- to ensure policies and procedures are understood and being implemented
- review and monitor the implementation of policies
- challenge situations where they are not being applied
- ensure knowledge about equalities is current
- ensure that staff access appropriate training

1.3 Relevant Legislation - The Equality Act 2010

This act, which has taken the place of all previous discrimination acts, establishes nine strands (protected characteristics). These are:

- Age
- Disability
- Ethnicity/race
- Sex
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Religion and belief
- Sexual identity and orientation

2 SPECIFIC DUTIES

2.1 Our Setting responsibility:

The Framework for the Early Years Foundation Stage (EYFS) (Published: 31 March 2021. Effective: 1 September 2021) emphasises the need for early years and childcare settings to embrace and promote diversity and requires settings to provide

“equality of opportunity and anti-discriminatory practice, ensuring that every child is included and supported.”

Useful websites:

www.equalities.gov.uk/equality

www.equalityhumanrights.com/

www.srtcr.org/

Child Protection Statement

At Kettlefields Primary School the welfare of the child is paramount. All children, whatever their age, culture, disability, gender, language, racial origin, religious beliefs and sexual identity have the right to protection from abuse. All suspicions and allegations of abuse and poor practice will be taken seriously and responded to swiftly and appropriately. All staff and volunteers in school have a responsibility to report any concerns to one of the designated child protection officers.

Equalities Impact Statement:

1. *Has this policy fully considered the School's Equality objectives and statement agreed on 28 March 2012?*
[Yes]
2. *Are there any impacts of the School's Equality objectives and statement on this policy*
[No]
3. *If "Yes" are these clearly described and their impact assessed within the policy document?*
NA