



Battledown Centre for Children and Families
A Specialist Early Years Centre

Equality Policy

*This policy covers all aspects of school's work including Special School, Extended Services
(inc Daycare) and Child Development Centre*

Committee Responsible: Safeguarding & Premises

Date of Policy: March 2017

Review Date: March 2020

Signed: R Sutton
Chair of Governors

Date: 28/3/17

A Policy for Equality

This information is in line with the Equality Act 2010 and associated Public Sector Equality Duty (PSED), which came into effect in April 2011.

It is unlawful for a school to discriminate against any person by treating them less favourably because of their protected characteristic(s), namely:

- Gender
- Race
- Disability
- Religion or belief
- Sexual orientation
- Gender Reassignment
- Pregnancy or maternity
- Age

At Battledown Centre for Children and Families we have due regard to the need to eliminate discrimination and other conduct that is prohibited by the Equalities Act 2010. We have due regard to advance equality of opportunity between people who share a protected characteristic and those who do not. We have due regard to the need to foster good relations across all characteristics between people who share a protected characteristic and those who do not.

The school considers it extremely important to continually monitor to ensure Equality legislation is adhered to.

The school is committed to making adjustments and putting in interventions to ensure that all groups make good progress

We see ourselves as part of an increasingly diverse society and aim to present the world realistically. Our behaviour will demonstrate that we see ourselves as part of society as it exists in our own local community.

Our equality objectives are as follows:

- To annually review the Accessibility Plan to make sure that the physical environment is as appropriate as feasible.
- To improve our outdoor environment to develop sensory, physical and creative areas.
- To monitor pupil progress and impact of intervention strategies to ensure that all groups of pupils make good progress.

- To promote pupil voice to ensure that our pupils are listened to and given equality of opportunity
- Employment - As recommended by the Equal Opportunities Commission, consistent criteria for selection, training, redundancy and dismissal are applied using Gloucestershire County Council Guidelines in order to avoid unlawful discrimination.
- To ensure that our recruitment processes are in line with the current equal opportunities legislation.
- To review all policies which expressly refer to Equal Opportunities
- To ensure that all phases of pupils have equal access to an appropriate curriculum and activities.

The policies pertaining to Equality are:

- Accessibility
- Developing Children's Behaviour
- Safeguarding which includes Safer recruitment (GCC)
- Intimate care

We have carefully considered and analysed the impact of this policy on equality and the possible implications for pupils with protected characteristics, as part of our commitment to meet the Public Sector Equality Duty (PSED) requirement to have due regard to the need to eliminate discrimination, advance equality of opportunity and foster good relations.