

# Pass Move Grin

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## Education

### Equality & inclusivity policy

Pass Move Grin education recognises every child as a unique individual, celebrating and welcoming differences within our inclusive provision. Our curriculum is designed to build resilience and respect, enabling our children to become creative and critical thinkers with well-developed interpersonal skills who understand how they learn. We recognise and build on each child's prior learning and provide a wealth of first hand experiences and enhancement opportunities to engage them. We firmly believe childhood should be a happy, investigative and enquiring time where there are no limits to curiosity and there is a thirst for knowledge. In our opinion, play and playfulness are part of life and any education that does not communicate joy, wonder, amazement, fascination and delight has failed. We aim for children to leave our provision with a sense of community belonging and the confidence and skills to make decisions, self-evaluate, make connections and become lifelong learners.

#### Legal Duties

As a provision we welcome our duties under the Equality Act 2010. The general duties are to: eliminate discrimination, advance equality of opportunity and foster good relations. We understand the work needed to ensure that those with protected characteristics are not discriminated against and are given equal opportunity.

A protected characteristic under the act covers the groups listed below:

Age (for employees not for service provision), disability, race, sex (including issues of transgender), gender reassignment, maternity and pregnancy, religion and belief, sexual orientation, Marriage and Civil Partnership (for employees).

We will ensure equality is applied to the services listed above however where we find evidence that other functions have a significant impact on any particular group we will include work in this area. We recognise that these duties reflect international human rights standards as expressed in 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.

In fulfilling our legal obligations we will:

- Recognise and respect diversity
- Foster positive attitudes and relationships, and a shared sense of belonging

- Observe good equalities practice, including staff recruitment, retention and development
- Aim to reduce and remove existing inequalities and barriers
- Consult and involve widely
- Strive to ensure that society will benefit

#### **Pass move Grin education lead responsibilities:**

Promoting key messages to staff, parents and pupils about equality and what is expected of them and can be expected from the provision in carrying out its day to day duties. Ensuring that all school communities receive adequate training to meet the need of delivering equality, including pupil awareness. Ensure that all staff are aware of their responsibility to record and report prejudice related incidents. Ensure that there is fair treatment and access to services and opportunities. Ensure that all staff are aware of their responsibility to record and report prejudice related incidents. The class teacher and educational lead will design and deliver an inclusive curriculum.

#### **Breaches**

Breaches to this statement will be dealt with in the same ways that breaches of other school policies are dealt with, as determined by pass move grin educational lead.

*Date of next review December 2023*