

# St James and St John CE Primary School

## Equality policy, information and objectives

*Jesus said, I came that they may have life, and have it abundantly John 10:10*

*Thriving together in love, life and learning.*



**Approved by:** Standards, achievement and Welfare Committee

**Date:** Wednesday 14<sup>th</sup> November 2018

**Last reviewed on:** n/a

**Next review due by:** November 2021

## Contents

1. Introduction and Aims .....	2
2. Legislation and guidance .....	3
3. Roles and responsibilities .....	3
4. Eliminating discrimination.....	4
5. Advancing equality of opportunity .....	5
6. Fostering good relations.....	5
7. Equality objectives .....	6
8. Monitoring arrangements .....	7
9. Links with other policies .....	7

### 1. Introduction and Aims

Our school vision is '**Jesus said, I came that they may have life, and have it abundantly**' **John 10:10** and for us to thrive together in love, life and learning. Meeting our obligations under the public sector equality duty is directly linked to our school vision being lived out in the life of the school.

As a Church of England faith school in meeting our obligations under the public sector equality duty, we take note of the church of England's own vision for education: *Deeply Christian, Serving the Common Good*.

The Church of England's vision for education together states:

*"..education needs to have a core focus on relationships and commitments, participation in communities and institutions, and the qualities of character that enable people to flourish together"* (Educating for Community and Living well together pg7)

*"Human dignity, the ultimate worth of each person, is central to good education. The basic principle of respect for the value of each person involves continual discernment, deliberation and action, and schools are one of the main places where this happens, and where the understanding and practices it requires are learned".* (Educating for dignity and respect pg 7).

Our school vision and values, the Church of England vision for Education and looking to Jesus Christ as our pioneer and guide means our approach to equality is guided by 6 key principles:

**A) All learners are of equal value.**

*We will show God's love for all by valuing every child and every member of our school community as unique (School vision statement).*

**B) We recognise, respect and value difference and understand that diversity is a strength.**

*Treating all members of our school community with courtesy, kindness and respect. (School vision statement).*

**C) We foster positive attitudes and relationships.**

*Making all adults and children feel happy, safe and cared for in our school community. (School vision statement).*

**D) We foster a shared sense of cohesion and belonging.**

*Building ever stronger links to our families, parishes and local community. (School vision statement).*

**E) We have the highest expectations of all our children.**

*We will ensure high levels of achievement and have high expectations for all of our children. We will provide a stimulating and inspiring curriculum for all. (School vision statement)*

Our school aims to achieve our vision and meet our obligations under the public sector equality duty by having due regard to the need to:

- Eliminate discrimination and other conduct that is prohibited by the Equality Act 2010
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it
- Foster good relations across all characteristics – between people who share a protected characteristic and people who do not share it

We set out later in this document how school practice shows due regard to each of the above points.

## **2. Legislation and guidance**

This document meets the requirements under the following legislation:

- [The Equality Act 2010](#), which introduced the public sector equality duty and protects people from discrimination
- [The Equality Act 2010 \(Specific Duties\) Regulations 2011](#), which require schools to publish information to demonstrate how they are complying with the public sector equality duty and to publish equality objectives

This document is also based on Department for Education (DfE) guidance: [The Equality Act 2010 and schools](#).

This policy takes note of the following protected characteristics names in the The Equality Act 2010:

The equality act names the following as protected characteristics which all stakeholders in the school community should be aware of:

1. age;
2. disability;
3. gender reassignment;
4. marriage and civil partnership;
5. pregnancy and maternity;
6. race;
7. religion or belief;
8. sex;
9. Sexual orientation.

## **3. Roles and responsibilities**

The governing board will:

- Ensure that the equality information and objectives as set out in this statement are published and communicated throughout the school, including to staff, pupils and parents, and that they are reviewed and updated at least once every four years
- Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the headteacher

The headteacher will:

- Promote knowledge and understanding of the equality objectives amongst staff and pupils
- Monitor success in achieving the objectives and report back to governors

All staff will:

- Support the headteacher in promoting knowledge and understanding of the equality objectives amongst staff and pupils
- Support the headteacher in identifying any staff training needs, and deliver or attend training as necessary

All school staff are expected to have regard to this document and to work to achieve the objectives as set out in section 8.

#### **4. Eliminating discrimination**

The school is aware of its obligations under the Equality Act 2010 and complies with non-discrimination provisions.

In fulfilling this aspect of the duty, the school will:

- Ensure that our school's Christian vision and values are lived out in the day to day life of the school
- Where relevant our policies include reference to the importance of avoiding discrimination.
- Staff and governors are regularly reminded of their responsibilities under the Equality Act, for example during meetings.
- Staff receive training every three years on the equality act and are provided with update information as appropriate.
- We take account of equality issues in relation to admissions; the way to provide education for our pupils and the way we provide access for pupils to facilities and services.
- The Headteacher ensures that all appointment panels give due regard to this policy so that no one is discriminated against when it comes to employment, promotion or training opportunities.
- We take seriously the need to consider the equality implications when we develop, adapt and review any policy or procedure.
- We actively promote equality and diversity through the curriculum and by creating an environment which champions respect for all.
- We monitor data and information on attendance for evidence of over-representation of different groups and take action to address concerns.
- The school policy on behaviour takes account of the new duties under the equality act and has systems and procedures that are transparent and consistent across the school.
- The school challenges all forms of prejudice and prejudice-based bullying, which stand in the way of fulfilling our commitment to inclusion and equality.
- Staff are provided with guidance on how prejudice-related incidents should be identified, assessed, recorded and dealt with. We treat all bullying incidents equally seriously.
- We keep a record of different prejudice-related incidents and report this to the governing board.

#### **5. Advancing equality of opportunity**

As set out in the DfE guidance on the Equality Act, the school aims to advance equality of opportunity by:

- Removing or minimising disadvantages suffered by people which are connected to a particular characteristic they have (e.g. pupils with disabilities, or gay pupils who are being subjected to homophobic bullying).
- Taking steps to meet the particular needs of people who have a particular characteristic (e.g. enabling Muslim pupils to pray at prescribed times)
- Encouraging people who have a particular characteristic to participate fully in any activities (e.g. encouraging all pupils to be involved in the full range of school societies)

In fulfilling this aspect of the duty, the school will:

- We use our school's Christian vision and values are the root to advancing equality of opportunity for all in our school.
- Ensure that we know the needs of our school population very well and respond to information shared with us when needed.
- Collect and analyse data related to groups with particular characteristics in order to inform our planning and identify targets to achieve improvements. This includes data on progress and attainment and on attendance or incidents in school.
- Report data to the governing board and publish this as part of the minutes from governing body meetings.
- We avoid language that runs the risk of placing a ceiling on any pupils' achievement or that seeks to define their potential as learners.
- We are alert and proactive about the potentially damaging impact of negative language in matters such as race, gender, disability and sexuality.

## **6. Fostering good relations**

The school aims to foster good relations between those who share a protected characteristic and those who do not share it by:

- We use our school's Christian vision and values as the framework for challenging prejudice based discriminatory language, attitudes and behaviour and as the basis for ensuring fellowship and cooperation throughout the school community.
- Promoting tolerance, friendship and understanding of a range of religions and cultures through different aspects of our curriculum.
- Teaching about difference and diversity and the impact of stereotyping, prejudice and discrimination through PSHE and citizenship and across the curriculum.
- We use materials and resources that reflect the diversity of the school population and local community.
- Holding collective worship dealing with relevant issues. Pupils will be encouraged to take a lead in some collective worship and we will also invite external speakers to contribute.
- Working with our local community. This includes organising school trips to places of worship and activities based around the local community.
- Promoting knowledge and understanding of different cultures and seeking opportunities to celebrate the diversity of our school.
- Encouraging all pupils to participate in the school's activities, such as sports clubs, to support good relations between members of the school community.

## **7. Equality objectives**

The objectives which we identify represent our school's priorities and are the outcome of careful review.

**Objective 1:** *Audit whole school curriculum plans and resources to:*

Analyse how the school curriculum

- actively promotes equality and diversity and creates an environment which champions respect for all.
- promotes understanding of a range of religions and cultures.
- reflects the diversity of the local and school communities in the materials and resources used.

Use this analysis to plan to address any issues including:

- resource needs.
- adjustments to whole school curriculum looking at balance of topics.
- relevant staff training to review curriculum content and resources.
- planning for trips, visits and visitors.

Why we have chosen this objective:

- The school introduced a new whole school curriculum for Science and Foundation subjects in September 2017 and this is being embedded across the school.
- The school introduced a new whole school curriculum for English in September 2018 and will introduce a new curriculum programme for maths in September 2019.

### **Progress we are making towards this objective:**

**Objective 2:** *To implement a new PSHE curriculum that:*

- proactively teaches about difference and diversity and the impact of stereotyping, prejudice and discrimination.
- provides opportunities for children to learn about global equality issues.
- equips all children with an understanding of how to keep themselves and others safe.
- meets new requirements for relationships and sex education and how these relate to equality issues.

Why we have chosen this objective:

The school's previous PSHE curriculum needs to be updated and is not fit for purpose. The school needs to respond to the statutory requirement to teach PSHE and RSE in all schools from September 2019.

To achieve this objective we plan to:

Research and implement a new PSHE curriculum led by a senior member of staff.

### **Progress we are making towards this objective:**

**Objective 3:** *Train all members of staff in tackling issues of homophobia at age appropriate level.*

Why we have chosen this objective:

The school is responding to the Church of England Education office published guidance entitled Valuing All God's Children: Guidance for Church of England schools on challenging homophobic, biphobic and transphobic bullying.

The school needs to raise the understanding of all staff of their responsibilities under the equality act in regards to sexuality as a protected characteristics. School staff need to be supported in how to respond appropriately to homophobic incidents.

To achieve this objective we plan to:

Identify training for a number of members of staff that they can use to cascade information to the whole staff team. Look at the Valuing God's children document with all school staff and discuss the implications for their roles within our Church of England school.

### **Progress we are making towards this objective:**

**Objective 3:** *Train all members of staff and governors involved in recruitment and selection on equal opportunities and non-discrimination.*

Why we have chosen this objective:

To achieve this objective we plan to:

Progress we are making towards this objective:

### **8. Monitoring arrangements**

The governors' **standards, achievement and welfare committee** will review and update the equality information we publish every year.

This document will be reviewed in full by **the governors' standards, achievement and welfare committee** at least every 3 years.

This document will be approved by **the governors' standards, achievement and welfare committee and ratified by the full governing board.**

### **9. Links with other policies / documents**

This document links to the following policies:

- Accessibility plan
- Risk assessment
- Behaviour policy
- Attendance policy
- RE Policy
- Teaching and learning policy
- Curriculum documents / information