



Saints' Church of England Primary School

Equality Policy 2021-2022

Date Ratified	
Committee responsible for policy	FGB
Coordinator	Hannah Clarke
Date to be updated	

Growing Stronger Together in God's Love

Our core values are Koinonia, Compassion and Love.

Proverbs 22:6 Start children off the way they should go.

Here at All Saints', we believe that starting children off the way they should go starts here. In our **school community**, we are proud of our All Saints' family feel. **The** central element of being a family, the true meaning of *koinonia*, is interdependence and at All Saints', every one of us is needed and valued and each person is important to the whole.

Ephesians 4:32 Be kind and compassionate to one another, forgiving each other, just as in Christ God forgave you.

At All Saints' we look for *compassion* within ourselves so we care for others and help them. For **ourselves**, we try to be **honest** about our mistakes so we can change and improve. We accept that sometimes mistakes can be made and that these mistakes need to be forgiven. Forgiveness was at the heart of everything Jesus did and is at the heart of the Lord's Prayer, which we say daily.

1 John 4:19-21 We love because he loved us first.

We understand the love of God is boundless. The love within our school is one of family and friendship. We believe friendship enables each child to grow and ensures that the unique individuality of each person is recognised, allowing them to flourish.

In our **Worship**, we thank God for his *love*; he is the One who created love. It is because of His love that we are able to love each other.

Luke 1:37 For with God, nothing shall be impossible

Together we **grow stronger**, believing that with God nothing is impossible. This extends across all we do; academically, spiritually and emotionally. By the end of their journey, we want our children to be respectful, resilient role-models, having a self-belief in themselves and abilities, ready to go from strength to strength and be truly ready for the next step in their learning journey.

Equality Policy

Introductory notes and legal framework

Under the Equality Act 2010, we welcome our general duty to eliminate discrimination, to advance equality of opportunity, and to foster good relations, and our specific duties to publish information about our school population, to explain how we have due regard for equality, and to publish equality objectives which show how we plan to tackle particular inequalities and reduce or remove them. We welcome our duty under the Education and Inspections Act 2006 to promote community cohesion. 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.

1. Schools Aims

Equality of opportunity at All Saints' CE Primary School is about providing equality and excellence for all in order to promote the highest possible standards of achievement. Equality of opportunity applies to all members of the school community – pupils, staff, governors, parents and community members.

We aim to promote equality of opportunity and good relations across all aspects of school life. We do this by:

- Creating an ethos in which pupils and staff feel valued and secure;
- Building self-esteem and confidence in our pupils, so they can use these qualities to achieve their full potential and become rounded citizens of the wider community;
- Have consistent expectations of the pupils and their learning;
- Removing or minimising barriers to learning, so that all pupils can achieve;
- Ensuring that our teaching takes into account the learning needs of all pupils through our curriculum and lesson planning;
- Actively tackling discrimination and promoting equality through our curriculum;
- Making clear to our pupils what constitutes aggressive and discriminatory behaviour; • Ensuring class and school resources reflect society as a whole;
- Having clear procedures for dealing with discriminatory incidents and that these are understood by all; and
- Ensure all pupils develop mutual respect through the school ethos, teachings and adult example.

These aims are designed to ensure that the school meets the needs of all of its community, taking account of the nine protected characteristics; race, disability, sex, age, religion or belief, sexual orientation, pregnancy, maternity and gender reassignment. It is important that in this school we meet the diverse needs of pupils to ensure inclusion for all and that all pupils are prepared for full participation in a multi-ethnic society.

2. The School's commitment to Equality for All

- Ensuring that all pupils and staff are encouraged and able to achieve to their full potential;
- Respecting and valuing differences between people;
- Preparing pupils for life in a diverse society;
- Acknowledging the existence of discrimination and taking steps to prevent it
- Making the school a place where everyone, irrespective of a protected characteristic, feels welcomed and valued;
- Promoting good relations between groups within the school and the wider community;
- Ensuring that an inclusive ethos is established and maintained;
- Opposing all forms of discrimination and harassment;
- Being proactive in tackling and eliminating unlawful discrimination.

3. The School's Ethos

The school opposes all forms of racism, harassment, prejudice and discrimination. The school publicly supports diversity and actively promotes good personal and community relations. Diversity is recognised as having a positive role to play within the school. Staff foster a positive atmosphere of mutual respect and trust among pupils from all groups. The school caters for the dietary and dress requirements of different groups subject to health and safety regulations. The school enables pupils and staff to celebrate festivals and other events relevant to their particular diversity and actively encourages all pupils to understand these. Clear procedures are in place to ensure that staff deal with forms of bullying and harassment promptly, firmly and consistently. Actions taken are in line with relevant LA policies and guidance such as those for anti-bullying and dealing with racist incidents. All forms of harassment are recorded, monitored and dealt with in line with relevant school policies. Pupils, staff and parents are aware of the procedures for dealing with intolerant behaviour and that such behaviour is always unacceptable. Staff will go on courses to train them to deal effectively with bullying, discriminatory incidents, harassment and prejudice.

4. Objectives for the year 2020-2021 are as follows.

We will regularly review the progress we are making to meet our equality objectives.

Equality objective 1: Promoting positive mental health for all

To achieve this objective we will:

- continue to provide support and offer information to our families, especially those who have suffered as a result of the lockdown
- participate in **Merton's Trailblazer Mental Health Project** and ensure that all pupils, and their families, have equal access to the support that they need???
- provide and promote opportunities for all to have access to pastoral support on a confidential basis ensure that all staff feel valued and supported

Equality objective 2: Ensure that all children have equal access to extra-curricular activities

To achieve this objective we will:

- provide a wide variety of extra-curricular activities
- analyse attendance at clubs and specifically target any groups of children who don't attend
- ensure that all families receive communication about the activities at the same time
- provide opportunities annually for parents to give feedback regarding the range of activities on offer

Equality objective 3: Ensuring equal opportunities for progress in learning

To achieve this objective we will:

- recognise that children may learn by different styles when looking at curriculum development,
- review the accessibility policy to ensure safe and equal movement round the school for pupils, parents and staff
- ensure that all pupils regardless of race, gender and ability have the same access to a high-quality curriculum

Equality objective 4: Awareness of equality issues when recruiting and training staff

To achieve this objective we will:

- ensure equal access to professional development opportunities and maternity leave provisions, and that recruitment is open equally to all applicants of whatever background
- monitor the ethnicity of all job applicants and promote diversity in terms of recruitment
- promote CPD opportunities for all staff equally regardless of status, job role, gender or ethnicity

Equality objective 5: Promote cultural development and understanding through a rich range of experience, both in and beyond the school

To achieve this objective we will:

- ensure our curriculum provides opportunities for children to learn about different world religions
- ensure our resources (especially choices of class texts) encompasses authors from a wide range of different backgrounds)
- provide opportunities for families to share with others their own cultural experiences e.g. through international day/celebrations

5. At All Saints' we achieve equality through...

Leadership and Management

- School policies reflect a commitment to equal opportunities.
- The governing body and the school leadership set a clear ethos that reflects the school's commitment to equality for all members of the school community.
- The school promotes positive approaches to valuing and respecting diversity.
- The school leadership will work in partnership with others to promote equality of opportunity and oppose all forms of oppressive behaviour, prejudice and discrimination.
- Governors and Staff contribute to policy documents. Parents can request to see policies and have their views taken note of.

Staffing, Recruitment and Professional Development

- The school adheres to recruitment and selection procedures that are fair, equal and in line with statutory duties and LA guidelines.
- All those involved in recruitment and selection are prepped prior to interview by a member of staff who is safer recruitment trained so that they are aware of what they should do to avoid discrimination and ensure equality good practice through the recruitment and selection process.
- Equalities policies and practices are covered in all staff inductions
- All temporary staff are made aware of policies and practices
- Employment policy and procedures are reviewed regularly to check conformity with legislation and impact

Our Curriculum

Curriculum planning takes account of the ethnicity, backgrounds and needs of all pupils. The curriculum builds on pupils' starting points and is differentiated where appropriate to ensure the inclusion of:

- Boys and girls;
- Pupils learning English as an additional language;
- Pupils from minority ethnic groups;
- Pupils who are gifted and talented;
- Pupils with special educational needs;
- Pupils who are looked after by the local authority;
- Pupils who are at risk of disaffection and exclusion.

The school monitors and evaluates its effectiveness in providing an appropriate curriculum for pupils of all backgrounds.

Each area of the curriculum is planned to incorporate the principles of equality and to promote positive attitudes to diversity. All subjects contribute to the spiritual, moral, social and cultural development of all pupils.

Extra-curricular activities and special events cater for the interests and capabilities of all pupils and take account of parental concerns related to religion and culture.

Teaching and Learning

Teachers ensure that the classroom is an inclusive environment in which pupils feel all their contributions are valued.

All pupils have access to the mainstream curriculum.

Teaching is responsive to pupils' different learning styles and takes account of pupils' cultural backgrounds and linguistic needs.

Teachers take positive steps to include all groups or individuals.

Pupil grouping in the classroom is planned and varied. Allocations to teaching groups are kept under continual review and are analysed by ethnicity, gender, SEN and social background.

Teaching styles include collaborative learning so that pupils appreciate the value of working together. All pupils are encouraged to question, discuss and collaborate in problem solving tasks.

Teachers encourage pupils to become independent and to take responsibility for their own learning.

Teachers challenge stereotypes and foster pupils' critical awareness and concepts of fairness, enabling them to detect bias and challenge inequalities.

Resources and displays reflect the experience and backgrounds of pupils, promote diversity and challenge stereotypes in all curriculum areas. They are reviewed regularly to ensure that they reflect the inclusive ethos of the school.

Assessment, Attainment and Progress

All pupils have the opportunity to achieve their highest standards. Baseline assessment is used appropriately for all pupils. The school ensures that assessment is as free of gender, cultural and social bias as possible, and that assessment methods are valid. The school monitors and analyses pupil performance by gender, ethnicity, SEN and those entitled to pupil premium and is therefore able to identify groups of pupils where there are patterns of underachievement. The school ensures that action is taken to counter this.

Staff have high expectations of all pupils and they continually challenge them to extend their learning and achieve higher standards. The school recognises and values all forms of achievement.

Self-assessment provides all pupils with opportunities to take responsibility for their own learning through regular reflection and feedback on progress.

All pupils have full opportunities to demonstrate what they know, understand and can do and therefore, to benefit from assessment that summarises what they have learnt. Information from assessment is used to inform future learning.

Staff use a range of methods and strategies to assess pupil progress.

Behaviour, Discipline and Exclusion

The school expects high standards of behaviour from all pupils.

The school's procedures for disciplining pupils and managing behaviour are fair and applied equally to all.

It is recognised that having a protected characteristic may affect behaviour. The school takes this into account when dealing with incidents of unacceptable behaviour.

All staff operate consistent systems of rewards and discipline as stated within the school's behaviour policy.

Pupils, staff, parents and governors are aware of procedures for dealing with harassment. They know that any language or behaviour that is damaging to any minority group is always unacceptable.

Personal Development and Pastoral Care

Pastoral support takes account of differences, and the experiences and needs of all individuals.

Appropriate support is given to victims of harassment and intolerant behaviour, using the support of external agencies where appropriate. The perpetrators are dealt with in accordance with school policies and provided with relevant support to consider and modify their behaviour.

Preventing Extremism and Radicalisation

When operating this policy Forsbrook CE Primary School uses the following accepted Governmental definition of extremism, which is:

'Vocal or active opposition to fundamental British values, including democracy, the rule of law, individual liberty and mutual respect and tolerance of different faiths and beliefs; and/or calls for the death of members of our armed forces, whether in this country or overseas'.

British Values

At All Saints' CE Primary School, we take very seriously our responsibility to prepare children for life in modern Britain.

We value the ethnic backgrounds of all pupils and families and undertake a variety of events and lessons to celebrate and explore these alongside other cultures in our country. We ensure that the fundamental British Values are introduced, discussed and lived out through the ethos and work of the school. All curriculum areas provide a vehicle for furthering understanding of these concepts. Our cross-curricular approach provides excellent opportunities to deepen and develop understanding, developing the spiritual, moral, social and cultural education of our children.

The school makes considerable efforts to ensure children have exposure to a wide experience beyond their local community during which these concepts are shown, through for example, sporting events, a range of visits and use of outdoor education centres.

Their strong rooted values-based understanding gives them an excellent platform for embracing difference.

At All Saints', we value the voice of the child and promote democratic processes such as our school council whose members are voted for by the children. Ideas and events are planned and discussed with a chance for debate and putting forward points of view.

Children are given responsibility to run their own clubs and lead other children in games and activities so that they are fully involved in all aspects of school life. For instance, our older children are sports leaders and help to promote our core values. We expect all our children to be good role models for each other, which is encouraged through high expectations of behaviour.

At All Saints', we provide a broad and balanced curriculum, delivered by skilled professionals, so that our learners are enriched, understand and become tolerant of difference and diversity and also to ensure that they thrive, feel valued and not marginalised. Any prejudice, discrimination or extremist views, including derogatory language, displayed by learners or staff will always be challenged and where appropriate dealt with in line with our Disciplinary Policy for both learners and staff.

Our school will closely follow any locally agreed procedure as set out by the Local Authority and/or Staffordshire's Safeguarding Children's Boards agreed processes and criteria for safeguarding individuals vulnerable to extremism and radicalisation.

At All Saints', we promote the values of democracy, the rule of law, individual liberty, mutual respect and tolerance for those with different faiths and beliefs. We will teach and encourage learners to respect one another and to respect and tolerate difference, especially those of a different faith or no faith. It is indeed our most fundamental responsibility to keep our learners safe and prepare them for life in modern multi-cultural Britain and globally.

Admissions and Attendance

The admissions process is monitored to ensure that it is administered fairly and consistently to all pupils, so that pupils from particular groups are not disadvantaged.

Comprehensive information about pupils' ethnicity, first language, religion, physical needs, diet etc. is included in all admission forms.

The school and families are aware of rights and responsibilities in relation to pupil attendance and absence is always followed up by appropriate personnel who are aware of community issues.

Provision would be made for leave of absences for religious observance that includes staff as well as pupils.

Provision would be made for pupils on extended leave so that they are able to continue with their learning.

Partnership with Parents in the Community

Progress reports to parents are accessible and appropriate, in order to ensure that all parents have the opportunity to participate in the dialogue.

All parents are encouraged to participate at all levels in the full life of the school.

The school works in partnership with parents and the community to develop positive attitudes to diversity and to address specific incidents.

Meetings for parents are made accessible for all. Parental involvement is monitored to ensure the participation of all groups.

The school's premises and facilities are equally available and accessible for use by all groups within the community.

6. Responsibilities

The governing body and headteacher will ensure that the school complies with all relevant equalities' legislation. The governing body and headteacher will ensure that the policy and related procedures and strategies are implemented.

The headteacher will ensure that all staff members are aware of their responsibilities under the policy.

7. Monitoring and Review

This policy will be regularly monitored and reviewed to ensure that it does not disadvantage particular sections of the community.