

St John & St James CE Primary School



Equality Policy

| Document Information | | | |
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| Policy Number: | 4 | Created by: | Jessica Williams |
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| Signature (FGB) | | Signature (Head) | P Cuncarr |
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VISION & VALUES OF ST JOHN AND ST JAMES

Our vision is to create an inclusive community of aspirational learners, children, families and colleagues, working collaboratively and respectfully within a happy, nurturing environment where all flourish and achieve. Pupils are given extensive opportunities through an exciting and engaging curriculum, through which our Christian values are woven.

'I have come that they may have life, and have it to the full'.

John 10 verse 10

Introduction

Our school values the individuality of all of our children. We are committed to giving all children every opportunity to achieve the highest of standards. We do this by taking account of pupils' varied experiences and needs. We offer a broad and balanced curriculum and have high expectations of all children. The achievements, attitudes and well-being of all our children matter.

This Equal Opportunities Policy extends to adults: staff, parents and carers.

This policy is in accordance with The Equality Act 2010, which replaced all previous legislation in relation to equal opportunities. In line with that legislation, it seeks to ensure that this school provides equal opportunity for all children and adults, giving due regard to groups with 'protected characteristics', in terms of gender, race, disability, sexual orientation, religion/belief, age, gender reassignment, pregnancy/maternity and marriage/civil partnership, in accordance with the Act.

Aims

We aim

- to act positively and have due regard to the need to challenge and eliminate unlawful discrimination - within both our school and our community
- not to discriminate against anyone, be they staff, pupil or parent, on the grounds of gender, race, disability, sexual orientation, religion/belief, age, level of educational need or background.
- to promote the principle of fairness and justice for all through the education that we provide in our school. We recognise that doing this may entail treating some pupils differently.
- to ensure that all pupils have equal access to the full range of educational opportunities provided by the school.
- strive to remove any forms of indirect discrimination that may form barriers to learning for some groups of pupils.
- to ensure that all recruitment, employment, promotion and training processes are fair to all, and provide opportunities for everyone.
- to challenge personal prejudice and stereotypical views whenever they occur.
- to value each pupil's worth, celebrating the individuality and cultural diversity of our school community, and showing respect for all minority groups.
- to understand that prejudice and stereotyping are often caused by poor self-image and also aware of the relationship between that and ignorance. Through positive educational experiences, and support for each individual's legitimate point of view, we aim to promote positive social attitudes and respect for all

Racial Equality

In our school we will:

- strive to eliminate all forms of racism and racial discrimination;
- promote equality of opportunity, regardless of race, ethnicity or religion;
- promote good relations between people of different racial and ethnic groups;
- seek to educate pupils in a manner which promotes community cohesion in a multicultural society.
- Develop an awareness of unconscious bias and challenge all forms of discrimination

We do not tolerate any forms of racism or racist behaviour. We have clear procedures for responding to and reporting all racist incidents.

We endeavour to make our school and its environment welcoming to all. We promote an understanding of diverse cultures through the topics studied by the children, and we reflect this in the displays of work shown around the school.

The curriculum reflects the attitudes, values and respect we have for Black, Asian and minority ethnic communities and the contributions of individuals historically and in current contexts. We seek to provide culturally rich learning opportunities and develop appropriate and engaging resources for learning.

Disability non-discrimination

Some children in our school may have disabilities. We are committed to meeting the needs of these children, just as we are to meeting the needs of all within the school. All reasonable steps are taken to ensure equitable access to all learning opportunities, making reasonable adjustments to ensure no child is disadvantaged.

The school is committed to providing an environment that allows disabled children and adults full access to the school premises, and make reasonable adjustments where necessary.

Teachers modify teaching and learning as appropriate for children with disabilities. For example, they may give additional time to complete certain activities, ensure access, modify teaching materials, or offer alternative activities if children are unable to manipulate tools or equipment.

At St John and St James we are committed to providing an accessible environment which values and includes all pupils, staff, parents and visitors regardless of their educational, physical, sensory, social, spiritual, emotional and cultural needs. We are committed to challenging negative attitudes about disability and accessibility and to developing a culture of awareness, tolerance and inclusion.

Gender equality

We recognise that nationally, there is an unacceptable discrepancy in the achievement of boys and girls. We are committed to seeing all individuals and groups of pupils making the best progress possible in our school.

We have put in place a number of measures to raise the achievement of the boys, in literacy in particular. These include:

- ensuring that early literacy skills are promoted in all activities in the Early Years Foundation Stage;
- ensuring that the starting points for writing activities capture the interests and imagination of boys and girls alike;
- removing gender bias from our resources and ensuring, for example, that fiction books capture boys' interest;
- employing a variety of activities to address different learning styles.
- making sure that our school environment promotes positive male role models, in relation to learning and achievement;
- minimising male stereotyping;
- providing challenge, competition and short-term goals;
- valuing and celebrating academic achievement in ways which will motivate boys.

We know that although gender is one of the key factors affecting educational performance, it also affects different sub-groups of boys and girls in different ways. Social class, ethnic origin and local context are all strongly linked to the relative achievement of boys and girls. We also seek to ensure that policies designed to improve the attainment of one gender group do not do so at the expense of the other.

The role of the class teacher

Class teachers recognise the possibility of their own prejudices, but do their best to ensure that all pupils are treated fairly and with respect. We do not knowingly discriminate against any child.

When selecting classroom material, teachers strive to provide resources which give positive images, and which challenge stereotypical images of minority groups, or of boys and girls. All staff ensure that the language they use does not reinforce stereotypes or prejudice.

We seek to implement this policy when designing schemes of work, both in our choice of topics to study, and in how we approach sensitive issues. So, for example, history topics include examples of the significant contributions women have made in this country's history. In geography, the teacher attempts to counter stereotypical images of Africa and Asia, and to show the true diversity of development in different parts of the world.

All of our teachers and support staff challenge any incidents of prejudice or racism. We record any incidents via My Concern.

The role of the headteacher

It is the headteacher's role to:

- ensure that the school's policy on Equal Opportunities is implemented effectively;
- ensure that all staff are aware of the school policy on Equal Opportunities, and that teachers apply these guidelines fairly in all situations;
- ensure that all appointments panels give due regard to this policy, so that no one is discriminated against;
- promote the principle of equal opportunity when developing the curriculum for pupils, and in providing opportunities for professional development for staff;
- promote respect for other people in all aspects of school life; in school assemblies and in displays around the school. Respect is one of the key Christian values adopted by the school.
- manage all incidents of unfair treatment, and any racist incidents, with due seriousness, and in line with this policy.

The role of governors

In this policy statement, the governing body has set out its commitment to equal opportunities and accessibility, and it will continue to do all it can to ensure that all members of the school community are treated both fairly and equally.

The governing body collects, analyses and evaluates a range of school data. We check that all pupils are making the best possible progress and that no group of pupils is underachieving. To do this we monitor:

- admissions,
- attainment,
- exclusions,
- rewards and sanctions,
- parents' and pupils' questionnaires.

The governing body seeks to ensure that people from the 'protected groups' as defined by The Equality Act 2010 (see section 1.2 above) are not discriminated against when applying for jobs at our school. The governors welcome all applications to join the school.

The governors take all reasonable steps to ensure that the school environment properly accommodates people with disabilities.

The governing body ensures that no child is discriminated against whilst in our school on account of their gender, religion or race. So, for example, all children have access to the full range of the curriculum, and regulations regarding school uniform will be applied equally to boys and girls. If a child's religion has a bearing on school uniform, then the school will deal with each case sensitively, and with respect for the child's cultural traditions.

Monitoring and review

It is the responsibility of our governing body to monitor the effectiveness of this policy. The governors will therefore:

- monitor the progress of pupils from minority groups, comparing it with the progress made by other pupils in the school;
- monitor the staff appointment process, so that no one applying for a post at this school is discriminated against;
- require the headteacher to report to governors annually on the effectiveness of this policy;
- take into serious consideration any complaints from parents/carers, staff or pupils regarding equal opportunity;
- monitor the school's Behaviour Policy, and the numbers of exclusions, to make sure that pupils from minority groups are not unfairly treated.

This policy will be reviewed by the governing body every two years or sooner if it is considered necessary.