



# Christ Church CEVA Primary School

*"Let your light shine."*

## EQUALITY POLICY STATEMENT

### Legal Duties

As a school we welcome our duties under the Equality Act 2010. The general duties are to:

- eliminate discrimination,
- advance equality of opportunity
- foster good relations

We understand the principle of the act and the work needed to ensure that those with protected characteristics are not discriminated against and are given equality of opportunity.

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

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

In order to meet our general duties, listed above, the law requires us to do some specific duties to demonstrate how we meet the general duties. These are to:

- Publish equality Information – to demonstrate compliance with the general duty across its functions (**We will not publish any information that can specifically identify any child**)
- Prepare and publish equality objectives

To do this we will collect data related to the protected characteristics above and analyse this data to determine our focus for our equality objectives. The data will be assessed across our core provisions as a school. This will include the following functions:

- Admissions
- Attendance
- Attainment
- Exclusions
- Prejudice related incidents

Our objectives will detail how 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 also 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.

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

## **Our Ethos/mission**

Our School Vision – “Let your light shine.” Matthew 5:16

We work in partnership with home and Church to serve and nurture all adults and children in our care. Our Christian ethos and values are at the heart of everything we do, enabling our community to reach their full potential and flourish for life in all its fullness.

## Aims and Values

We will achieve our vision by:

- promoting and embedding our Christian values throughout all aspects of school life; in our learning, our teaching and our support of the children as they develop and learn the skills of life;
- providing a safe and healthy school environment which sets an example for life choices both in and outside of school;
- respecting every member of the school community, encouraging, valuing and celebrating individual skills and talents;
- encouraging every individual to take responsibility for their learning, personal development and their actions;
- challenging everyone to strive to do their best at all times;
- providing a creative, inspiring and interactive learning environment to challenge and enthuse the children and to make learning fun;
- creating a warm, friendly and trusting atmosphere where we can try new things, knowing we can learn from our mistakes;
- ensuring school finances and resources are used effectively to support children’s learning and teaching commitments;
- collaborating fully within and between all members of the community – pupils, parents, staff, governors, Church members, other schools, the local community and national and international partners – ensuring all contributions are encouraged and valued;
- sharing and embedding our vision and ensuring we are forward looking and flexible to meet the ever-changing needs of our society.

To implement our Vision, aims and values, we have developed a School Development Plan. This varies from year to year but will include plans relating to:

1. Educational Outcomes;
2. Curriculum Development;
3. Behaviour and Safety; and
4. Leadership and Management.

As a school, we value all staff and volunteers who work to support our pupils. In addressing the legal duties and principles within this policy statement, we will act to ensure that all adults and children are treated with respect and fairness.

### Addressing Prejudice Related Incidents

This school is opposed to all forms of prejudice and we recognise that children and young people who experience any form of prejudice related discrimination may fare less well in the education system. We provide both our pupils and staff with an awareness of the impact of prejudice in order to prevent any incidents. If incidents still occur we address them immediately and report them to the Governing Body and Local Authority (using their guidance material). The Local Authority may provide some support.

### Responsibility

We believe that promoting Equality is the whole school's responsibility:

School Community	Responsibility
Governing Body	Involve and engage the whole school community in identifying and understanding equality barriers and in the setting of objectives to address these. Monitor progress towards achieving equality objectives. Publish data and publicise equality objectives.
Head teacher	As above, and to: Promote key messages to staff, parents and pupils about equality and what is expected of them and can be expected from the school in carrying out its day to day duties. Ensure that all of the school community receives 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.
Senior Management Team	To support the Headteacher as above, to: Ensure fair treatment and access to services and opportunities. Ensure that all staff are aware of their responsibility to record and report prejudice related incidents.
Teaching Staff	Help in delivering the right outcomes for pupils. Uphold the commitment made to pupils and parents/carers on how they can be expected to be treated. Design and deliver an inclusive curriculum Ensure that you are aware of your responsibility to record and report prejudice related incidents.

School Community	Responsibility
Non Teaching Staff	Support the school and the governing body in delivering a fair and impartial service to all. Uphold the commitment made by the head teacher on how pupils and parents/carers can be expected to be treated Support colleagues within the school community Ensure that you are aware of your responsibility to record and report prejudice related incidents
Parents	Take an active part in identifying barriers for the school community and in informing the governing body of actions that can be taken to eradicate these Take an active role in supporting and challenging the school to achieve the commitment given to the school community in tackling inequality and achieving equality of opportunity for all.
Pupils	Support the school by treating all children and adults kindly and fairly and to respect any differences that may exist. Uphold the commitment made by the head teacher on how pupils and parents/carers, staff and the wider school community can be expected to be treated.
Local Community Members	Take an active part in identifying barriers for the school community and in informing the governing body, or staff members, of actions that can be taken to eradicate these.

**We will ensure that the whole school community is aware of the Single Equality Policy and our published equality information and equality objectives by publishing them on our school website and by informing parents about its publication by indicating this fact on a school newsletter.**

### **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 the head teacher and governing body.

### **Monitor and Review**

Every three years, we will review our objectives in relation to any changes in our school profile. Our objectives will sit in our overall school improvement plan and therefore will be reviewed as part of this process.

Signed:

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Chair of Governors

Dated:

March 2019

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Further guidance for parents and carers and school governors on Equality can be found on the North Somerset website:

<https://www.n-somerset.gov.uk/wp-content/uploads/2015/11/equality-access-policy.pdf>