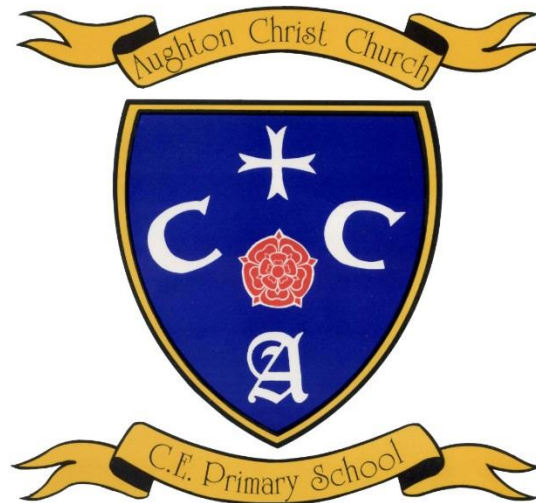


Policy Document

Aughton Christ Church C of E
Primary School

Equality and Diversity Policy



Reviewed: January 2023
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Aughton Christ Church C of E Primary School



Equality and Diversity Policy

Statement

Anti-discrimination laws within the U.K. have been designed to eliminate discrimination in employment and education on the grounds of race and sex. Promoting equality means treating people fairly, valuing differences and removing barriers that prevent people from fully participating in everyday life and realising their full potential.

At Aughton Christ Church C of E Primary School our whole school ethos is based on valuing and respecting every individual. We aim to provide a safe, secure and happy environment which is free from bullying, harassment and prejudice to enable everyone to reach their full potential. We are committed to providing social inclusion and equality of opportunity for all.

We at Christ Church School accept the concept of equal opportunities being fundamental to good practice in education. We seek to ensure that curricular knowledge and skills are provided for everyone, enabling us to provide equality of opportunity in all aspects of the pupils learning experience.

We accept the need to allow for differences in abilities and attitudes and the needs of children even within their peer group.

To make our policy effective, our school curriculum will provide a wide range of experiences, which deliver the same knowledge of skills taking into regard the needs of every pupil.

We accept that equality of opportunity will be just as important for all staff employed at Christ Church as well as all pupils being educated here.

We accept that we need to monitor and review our policy regularly (annually) to ensure that we are meeting our own policy.

Introduction

Our school's aims statement values the individuality of all of our children. We are committed to giving all our 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 Policy extends to adults: staff, parents and carers.

Aughton Christ Church C of E Primary School will meet all of its Legal Duties in respect of equality and diversity. The key pieces of legislation are:

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.

Under the Public Sector Equality Duty (PSED) Aughton Christ Church C of E Primary School must have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act;
- Advance equality of opportunity between people who share a protected characteristic and those who do not; and
- Foster good relations between people who share a protected characteristic and those who do not. Having due regard for advancing equality involves:
 - Removing or minimising disadvantages suffered by people that are connected to a particular characteristic;
 - Taking steps to meet the particular needs of people who have a particular characteristic;
 - Encouraging people who have a particular characteristic to participate fully in any activities;
 - Tackling prejudice and promoting understanding between different communities.

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.

This Equality Policy has taken the legal requirements placed upon public bodies straight from the Equality Act 2010. The Act protects people on the grounds of specified “protected characteristics” listed below:

- Age
- Gender
- Race or ethnicity
- Disability
- Religion, belief or faith
- Sexual orientation
- Gender reassignment (transgender)
- Pregnancy and maternity/paternity leave (including adoptive parents)
- Marital status or civil partnership

Aims and objectives

As a result of this policy we will:

- Ensure that all members of the school community feel safe, secure and happy;
- Ensure that all children have equal access to a rich, balanced and relevant curriculum;
- Ensure that equality of access to all aspects of school life exists for everyone;
- Actively develop the self-esteem and the self-respect of all members of the school community;
- Promote community cohesion by fostering positive relations between all groups;
- Ensure that educational provision is relevant and accessible to our increasingly diverse society;
- Actively challenge all forms of bullying, harassment, prejudice and stereotyping;
- Ensure that the curriculum actively promotes equality of opportunity regardless of age, disability, gender, gender reassignment, marriage and civil partnerships, pregnancy and maternity, race, religion, socio-economic background and sexual orientation;
- Actively engage the support and the commitment of the whole school community in achieving the above aims;
- Ensure that this policy is applied to all we do.

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.

We do not tolerate any forms of racism or racist behaviour. Should a racist incident occur, we will deal with it in accordance with school procedures.

We endeavour to make our school and its environment welcoming to all minority groups. 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.

Our curriculum reflects the attitudes, values and respect that we have for minority ethnic groups. In RE the children learn about other faiths and visit different places of Worship.

Disability non-discrimination

Some children in our school may have disabilities. We are committed to meeting the needs of these children, as we are to meeting the needs of all within the school. All reasonable steps are taken to ensure that these children are not disadvantaged compared with children without disabilities.

The school is committed to providing an environment that allows children and adults with disabilities access to the school premises and to all areas of learning.

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.

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 may 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, and include a kinaesthetic element;
- 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 realise that although gender is one of the key factors affecting educational performance, it 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 does 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 our teachers and support staff challenge any incidents of prejudice or racism. We record any incidents and draw them to the immediate attention of the Headteacher.

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 worship, for example, respect for other people is a regular theme, as it is also 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, whatever background or minority group a child may come from.

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 three years or sooner if it is considered necessary.

SEND

This Accessibility part of this policy and the accessibility plan are drawn up in compliance with current legislation and requirements relating to Disability, of the Equality Act 2010. School Governors are accountable for ensuring the implementation, review and reporting on progress of the Accessibility Plan over a prescribed period. This policy should be read along with our School Improvement Plan, our SEN Local Offer and SEN policy

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.

Aughton Christ Church C of E Primary School plans, over time, to ensure the accessibility of provision for all pupils, staff and visitors to the school.

Review

This Policy is subject to ongoing review; however, will be reviewed no later than January 2024 . All staff have received a copy of this policy.

Policy Leader / HT*	David Kennedy
Assistant Headteachers and Key Stage leads	Fiona Chapple (KS2) Clare Geeson (EYFS and KS1)
Chair of Governors	Neil Heyes
Last Updated	January 2023
Approved by the Governing Body	January 2023
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