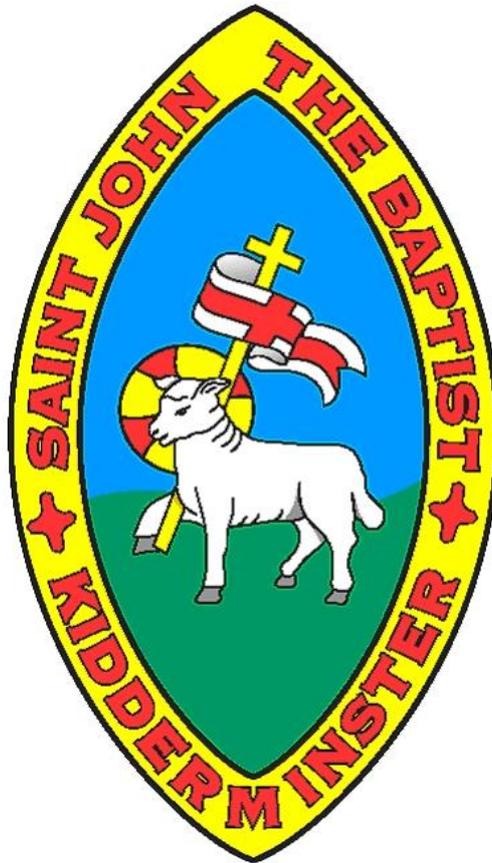


St John's CE Primary School Equality Policy



As a Church of England School, we aim to promote a community of people who share a passion for learning and furthering their knowledge with Christian values at the heart of what they do. With this at the centre, St John's Primary School is committed to providing the best possible quality of education to all learners. We are dedicated to raising achievement and attainment of all bilingual pupils enabling them to do their best in a positive, secure and supportive environment.

OVERVIEW

This policy reflects the Single Equality Act 2010 which consolidates and replaces previous legislation including the Race Relations Act 1976, Disability Discrimination Act 1995, Gender Recognition Act 2004 and Sex Discrimination Act 1975. This policy therefore supersedes all previous school policies on Disability, Ethnicity (ie Race) and Gender.

The Single Equality Act combines the existing three duties into one new Equality Duty that covers all seven of the equality strands: age, disability, gender, gender identity, race, religion or belief and sexual orientation. In this school we will ensure that at every level, in all our work and throughout all aspects of the school community and its life, everyone will be treated equally. This Equality Policy summarises the school's approach in ensuring equality for all.

OBJECTIVES

- To ensure that all learners have equal access to a rich, broad, balanced and relevant curriculum.
- To advance equality of opportunity by ensuring that teaching, learning and the curriculum promote equality, celebrate diversity and promote community cohesion by fostering good relations.
- To advance equality of opportunity through both core Christian values of forgiveness, truth, love and and British values
- To eliminate any discrimination, harassment and victimisation.
- To ensure that no-one is unfairly or illegally disadvantaged as a consequence of their age, disability, gender, gender identity, sexual orientation, colour, race, ethnic or national origin, disability or religious beliefs.
- To recognize and celebrate diversity within our community whilst promoting community cohesion.

- To ensure that this policy is applied to all we do
- To ensure that pupils and parents are fully involved in the provision made by the school.
- To ensure that every child and young person is healthy, safe, is able to enjoy and achieve in their learning experience and is able to contribute to the wider community.
- To enhance a wider sense of community locally, as well as in the context of the UK and the World communities.
- To achieve a cohesive community and expect that children respect one another and behave with respect to one another.

STRATEGIES

Monitoring, evaluation and review carried out by the Leadership Team will ensure that procedures and practices within the school reflect the objectives of this policy.

Parents and governors will be involved and consulted about the provision being offered by the school.

Teachers will ensure that the teaching and learning takes account of this policy.

The diversity within our school and the wider community will be viewed positively by all.

Diversity will be recognised as a positive, rich resource for teaching, learning and the curriculum.

Contributions will be sought from parents and others to enrich teaching, learning and the curriculum.

The positive achievements of all pupils are celebrated and recognised.

We maintain the practice of logging racist incidents and reporting them to the local authority. We monitor and log incidents that discriminate against children and young people or adults in our school with protected characteristics, eg homophobic bullying. We also monitor and log bullying incidents, particularly those directed towards those with special educational needs.

Other Relevant Policies:

Behaviour Policy
Lunchtime Policy
Anti-Bullying Policy
E-Safety Policy
SEN Information Report
Safeguarding Policy

OUTCOMES

It will ensure that all pupils are treated equally and as favourably as others. The school will make all reasonable adjustments to promote equal opportunity and equal treatment of all members of the school community.

We are committed to meeting the individual needs of each child and will take full account of their age, disability, gender, gender-identity, race, religion or belief and sexual orientation in accordance with the requirements of The Single Equality Act 2010

EQUALITY OBJECTIVE

The Equality Act 2010 requires schools to publish specific and measurable equality objectives. Our equality objectives are based on analysis of our data and work with Parent Partnership. Our equality objectives focus on those areas where we have agreed to take action to improve equality and tackle disadvantages.

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

1. Identify opportunities in the curriculum to look at other cultures/countries. Use collective worship and teaching of RE as an opportunity to celebrate festivals of a range of cultures and countries.
2. Explore opportunities to celebrate diversity within the school and the wider community. Continue efforts to include parents of all children within enrichment opportunities that celebrate diversity creating a sharing and inclusive environment.
3. Target additional support to remove barriers to learning, promote equality and improve outcomes for all children.

POLICY REVIEW

Approved: December 2016

Review: December 2017