



Woodchester Endowed Church of England (Aided) Primary School
'Love, Learn and Flourish Together'

Equality Policy and Objectives

March 2020

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Indeed, the body does not consist of one member but of many' (1 Corinthians 12; 14-16)
'Love, Learn and Flourish Together'

Equality Policy

Woodchester Endowed Church of England Primary School community seeks to inspire children and adults to *'Love, Learn and Flourish Together'* so that we may become everything God has created us to be.

Our Christian vision is rooted in the desire to nurture the whole community. This Christian vision recognises that we are unique individuals, loved by God. We are committed to providing the highest quality of education for our children to enable them to realise their full potential. We look to all members of our community to support us in this objective and believe that working in partnership with all ensures our children stay safe and supported in all areas of their lives.

We are committed to providing an appropriate and high quality education to all the children living in our local area and we recognise the added value of learning outside the classroom and beyond the school premises. We believe that all children have a common entitlement to a broad and balanced curriculum, which is accessible to them, and to be fully included in all aspects of school life. We are committed to ensuring equality of education and opportunity for all pupils, staff, parents and carers receiving services from the school, irrespective of gender, race, colour, ethnic or national origin, marital status, age, sexual orientation, disability, religion or belief. We aim to develop a culture of inclusion and diversity in which all those connected to the school feel proud of their identity and able to participate fully in school life.

The achievement of pupils will be monitored by race, gender and disability and we will use this information to support pupils, raise standards and ensure inclusive teaching. We will tackle discrimination by the positive promotion of equality, challenging bullying and stereotypes and creating an environment which champions respect for all. We believe that diversity is a strength, which should be respected and celebrated by all those who learn, teach and visit here.

Equality and the Law

The statutory duties that must be met by every school are outlined in the Equality Act 2010 which has replaced all existing equality legislation and provides a single, consolidated source of discrimination law, covering all the types of discrimination that are unlawful. Schools cannot unlawfully discriminate against pupils because of their sex, race, disability, religion or belief and sexual orientation. Protection is now extended to pupils who are pregnant or undergoing gender reassignment.

The Equality Act 2010 Public Sector Equality Duty requires us to have due regard to the need to:

1. Eliminate unlawful discrimination, harassment and victimization

- Discrimination means treating someone less (or more) favourably than a 'comparator' either directly, indirectly or 'arising from disability'. Harassment (which is one form of discrimination) means violating someone's dignity, or creating an intimidating, hostile, degrading or offensive environment for them. Victimization means discrimination because of a previous complaint.

2. Advance equality of opportunity

- Removing or minimizing disadvantages
- Taking steps to meet people's needs
- Encouraging participation in any activity in which participation by such people is disproportionately low.

3. Foster good relations by:

- Tackling prejudice and promoting understanding

What having due regard means:

- When making decisions, we will assess whether it may have implication for people with particular protected characteristics
- We will consider equality implications before and at the time of developing policy and making decisions and keep these under continual review

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- The duties above will be integrated into the carrying out of the school's functions and the analysis necessary to comply with the duties will be carried out seriously, rigorously and with an open mind.

The School operates equality of opportunity in its day to day practice in the following ways.

Teaching and Learning

We aim to provide all our pupils with the opportunity to succeed, and to reach the highest level of personal achievement. To do this, we will:

- Use assessment data to improve the ways in which we provide support to individuals and groups of pupils;
- Monitor achievement considering ethnicity, gender and disability and action any gaps;
- Take account of the achievement of all pupils when planning for future learning and setting challenging targets;
- Ensure equality of access for all pupils and prepare them for life in a diverse society;
- Use materials that reflect the diversity of the school and beyond, in the local community, in terms of race, gender and disability, without stereotyping;
- Promote attitudes and values that will challenge racist and other discriminatory behaviour or prejudice;
- Provide opportunities for pupils to appreciate their own culture and celebrate the diversity of other cultures;
- Seek to involve all parents in supporting their child's education;
- Encourage classroom and staffroom discussion of equality issues which reflect on social stereotypes, expectations and the impact on learning;
- Include teaching and classroom-based approaches appropriate for the whole school population, which are inclusive and reflective of our pupils.

Admissions and exclusions

- Our admission arrangements are fair and transparent, the policy is easily available and reflects our Church of England ethos as a voluntary aided school
- Exclusions will always be based on the school's Behaviour Policy. We will closely monitor exclusions to avoid any potential adverse impact and ensure any discrepancies are identified and dealt with

Equal Opportunities for Staff

We are committed to the implementation of equal opportunities principles and the monitoring and active promotion of equality in all aspects of staffing and employment. All staff appointments and promotions are made on the basis of merit and ability and in compliance with the law.

Employer duties

As an employer we need to ensure that we eliminate discrimination and harassment in our employment practice and actively promote equality across all groups within our workforce.

Equality aspects such as gender, race, disability, sexual orientation, gender re-assignment and faith or religion are considered when appointing staff and particularly when allocating Teaching and Learning Responsibilities or re-evaluating staff structures, to ensure decisions are free of discrimination. The Senior Leadership team supports equality of opportunity for all.

The Governing Body

The governors are committed to equal opportunities and will continue to do all it can to ensure that the school is fully inclusive to pupils, and responsive to their needs based on race, gender and disability. All applications to join the school are welcomed, whatever a child's gender, race, colour, ethnic or national origin, disability, religion or belief. Governors take all reasonable steps to ensure that the school environment gives access to people with

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disabilities, and also strive to make school communications as inclusive as possible for parents, carers and children. Governors seek to ensure that no child is discriminated against whilst in our school on account of their gender, race, colour, ethnic or national origin, disability, religion or belief. The governors seek to ensure that people are not discriminated against when applying for jobs at Woodchester on grounds of protected characteristics.

The Headteacher

The Headteacher's role is to implement the school's Equality Plan and the head is supported by the governors in doing so. During recruitment, the Head ensures that all appointment panels give due regard to this plan so no-one is discriminated against when it comes to employment or training opportunities. The Head promotes the principle of equal opportunity when developing the curriculum and promotes respect for other people and equal opportunities to participate in aspects of school life. Any incidents of unfair treatment and any incidents of bullying or discrimination, including racist incidents, with due seriousness.

All staff: teaching and non-teaching

All staff will ensure that all pupils are treated fairly, equally and with respect, and will maintain awareness of the school's Equality Plan and will strive to provide material that gives positive images based on race, gender and disability and challenge stereotypical images. All staff will challenge any racism, homophobia or disablist incidents and record any incidents, drawing them to the attention of the senior leadership team.

Tackling Discrimination

Harassment on account of race, gender, disability or sexual orientation is unacceptable and is not tolerated within the school environment.

All staff are expected to deal with any discriminatory incidents that may occur. They are expected to know how to identify and challenge prejudice and stereotyping; and to support the full range of diverse needs according to a pupil's individual circumstances.

Racist, homophobic and disablist incidents and other incidents of harassment or bullying are dealt with by the member of staff present, escalating to a class teacher or member of the senior leadership team where necessary. All incidents are reported to the Head and racist, disablist and homophobic incidents are reported to the Governing Body.

Review of progress and impact

We have a rolling programme for reviewing our school policies and their impact. In line with legislative requirements, we will:

Make regular assessments of pupils' learning and use this information to track progress. As part of this process, we regularly monitor achievement by ethnicity, gender and disability, to ensure that all groups of pupils are making the best possible progress and take appropriate action to address any gaps.

In line with legislative requirements, we will publish information to demonstrate how we are complying with the Public Sector Equality Duty and then prepare and publish equality objectives at least once every four years.