

Guilden Sutton Church of England Primary School



'Love and Justice for All'

'And what does the Lord require of you? To act justly and to love mercy and to walk humbly with your God.'
Micah 6:8.

*through the teachings of Jesus all can flourish spiritually, emotionally and academically throughout life,
living out love and justice for all.*

Equality and Diversity Policy 2023 - 2024 & Equality Objectives Action Plan 2021-2025

Staff member responsible	Mrs. T Rainford
Governor/Other	Mr. A Parker
Date of Policy	February 2024
Reviewed	Annually

Our Vision and Aims for Equality and Diversity

‘We will treat everyone at Guilden Sutton Church of England Primary School fairly, celebrating difference and meeting different needs so that all members of our school community, both Christian and non-Christian are free to live, learn and enjoy.’

Guilden Sutton Church of England Primary School is committed to:

- promoting fairness and democracy
- tackling discrimination on the grounds of age, disability, gender identity (gender reassignment and transgender), marriage/civil partnership, pregnancy and maternity, race, religion or belief (or no belief), sex (gender) or sexual orientation, socio-economic background and academic ability
- challenge stereotyping and prejudice whenever it occurs (e.g. – when talking about gender identities/gender roles) by promoting equality of opportunity
- developing the children’s potential as unique individuals
- creating good relationships between different groups

This document meets the requirements under the following legislation:

- 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. It also complies with our funding agreement and articles of association.

Equality

Equality is about fairness and equality of opportunity and advancing equality of opportunity involves treating people differently. People should not be treated the same. Some people may need extra help or adjustments to be part of our Christian school community; this includes teachers, administration, cleaning or catering staff employed at the school as well as pupils/ students, parents and school governors.

Relating to the Equality Act there are nine ‘protected characteristics’ these are; age, disability, gender reassignment [transgender], marriage/civil partnership, pregnancy/maternity, race, religion and belief (and having no belief), sex (gender) and sexual orientation.

Under the general duty schools must exercise ‘due regard’ in respect of each of the eight protected characteristics (excluding marriage and civil partnership) to:

- Eliminate unlawful discrimination and harassment
- Advance equality of opportunity
- Foster good relations between different groups

Diversity

Diversity is about valuing people as individuals and learning from our differences. Our differences can be visible and non-visible. Promoting diversity, we can meet different needs creatively to ensure opportunities are available to all and potential is fulfilled. Promoting a diversity friendly school culture, based on Christian values, we are able to meet our school's aims and objectives more efficiently.

Culture is about the way we behave towards one another – school governors, all employees in the school, parents, pupils and the whole school community. It is about how we treat one another and respect our differences. Promoting diversity and a diversity friendly culture helps to create a more productive school community where everyone feels, safe, supported and secure.

Racial Equality

We strive to eliminate all forms of racism and racial discrimination. Should an alleged racist incident occur it is investigated, acting immediately to prevent any repetition of the incident. We also do all we can to support, and if necessary their families too, in overcoming any difficulties they may have. Any incidents involving racial abuse or language, will be recorded for future reference.

Sexual Orientation, gender identity and gender equality

The PSHE curriculum covers all statutory requirements from Reception class to Year 6. Parents are informed beforehand and have the opportunity to discuss the content with the class teacher or senior leadership team.

Through PSHE as well as the whole school curriculum, we talk about different types of relationships and family set-ups, and seek to address misconceptions that children may have. We use the correct, agreed vocabulary when discussing LGBTQ+, both in class and collective worships.

Religious Beliefs

We recognise that people can face discrimination because of attitudes in society towards the faith communities to which they belong.

The school also recognises that a person's religious (or similar) beliefs may mean that they have different needs and expectations, which require flexibility.

Disability – to be read in conjunction with the school accessibility plan

Reasonable adjustments:

The school is required to adapt the curriculum so that all children to meet their potential. Our school building and other services to disabled people. This also means that we need to take a proactive approach and anticipate what we may need in the future for disabled users.

- School visits are planned accordingly and individual children's needs are risk assessed.
- If necessary, staff allow for the additional time required by some disabled pupils to access tasks e.g. use equipment in practical work

- Staff provide alternative ways of giving access to experience or understanding for disabled pupils who cannot engage in particular activities, for example some forms of exercise in physical education
- Teachers and teaching assistants have the necessary training to teach and support disabled pupils
- Staff seek to remove all barriers to learning and participation

Purpose of the Policy

This policy sets out Guilden Sutton Church of England Primary School's commitment to promoting equality and diversity. We believe that it is our responsibility to promote equality and diversity wider than the nine characteristics (areas) covered by legislation. We work to remove barriers by fostering good relationships between different groups and we will not unfairly discriminate on any grounds.

We do this by:

- Using the school Buddies to 'Buddy up' children to ensure they feel happy, safe and secure around school. This Buddy is also someone they can talk to if they have any concerns or worries;
- Providing a curriculum, which promotes positive understanding of different characteristics, recognises the contribution that individuals and groups with protected characteristics make to society, and challenges stereotyping and discrimination.
- Monitoring and reviewing this policy and reporting annually on progress in the information we publish to evidence how we are meeting the requirement of the public sector equality duty. Please see policy on school website.
- We will regularly consider ways in which our teaching and the curriculum provision will support high standards of attainment, promote Christian and British Values, and help all students (regardless of their SMSC), understand and value the diversity that surrounds them, and challenge prejudice and stereotyping.
- Knowing our children and adapting the curriculum, lessons, planning and activities to best fulfil their individual potential.
- Encouraging children to talk and feel safe and secure to share their feelings, questions and opinions within the Christian school family.
- We will actively encourage positive attitudes towards pupils and staff and expect everyone to treat others with dignity and respect.
- Publishing and reviewing our equality objectives (and reviewing them at least every four years) Please see policy on school website.
- Undertaking other activities and measures as outlined in this policy document, our published information and other relevant documents.
- Providing opportunities for children to celebrate diversity and equality, e.g. Cultural Week, Interfaith Week and curriculum content.
- Embedding Christian and British Values into everyday school life.

The policy applies to:

- School governors
- Staff
- Parents
- Pupils (as appropriate)
- Contractors
- Visitors to the school

Roles and Responsibilities

All members of the school community, governors, staff, pupils, parents, visitors and contractors all have a part to play in implementing this policy, promoting diversity and equality, challenging inappropriate behaviour or practice to remove barriers and avoiding discrimination.

To promote understanding of this responsibility, Guilden Sutton Church of England Primary School will:

- ensure governors, staff, parents, and contractors are made fully aware of our equality and diversity policy and how it affects their work
- ensure pupils and visitors to our school are clear about the expectations relating to our commitment to promoting equality and diversity
- provide training / development and updates as appropriate
- review our equality objectives and actions to ensure all relevant activity remains relevant and meets the identified needs and priorities of our school.

In addition, school governors / relevant committee have responsibility for overseeing agreeing, monitoring and reviewing of our school's equality objectives, and related activity.

Breaches of Policy

Guilden Sutton Church of England Primary School views any form of discrimination as a serious act of misconduct. Any allegation of a breach in the policy will be investigated by the Governor Complaints Committee. This may lead to disciplinary or other appropriate action being taken.

Bullying and Diversity Incidents

Pupils

Guilden Sutton Church of England Primary School believes all pupils should be safe and feel valued for themselves, whatever characteristics they may have. Bullying and harassment of pupils, staff, parents, visitors and/or contractors by pupils on the basis of their identity (including a perceived characteristic, and by association with a protected characteristic) is unacceptable. Incidents will be logged, investigated and appropriate actions taken to prevent future incidents and to support the victim as outlined in the anti-bullying policy.

Equality and Diversity Policy 2023 - 2024

Staff and Governors

The council and Guilden Sutton Church of England Primary School view any form of discrimination undertaken by adults as serious acts of misconduct. Any such breaches could result in disciplinary action being taken and in the case of harassment, might call for police involvement.

Diversity Complaints

Guilden Sutton Church of England Primary School takes seriously all complaints; where a complaint is related to equality/diversity issues, the school procedure for dealing with to complaints will apply. Complaints should be made to the chair of governors or vice chair.

Roles and Responsibilities

We expect all members of the school community and visitors to support our commitment to promoting equalities and meeting the requirements of the Equality Act. We will provide training, guidance and information to enable them to do this.

Headteacher and Leadership team

The Headteacher is responsible for implementing the policy; for ensuring that all staff are aware of their responsibilities and are given appropriate training and support; and for taking appropriate action in any cases of unlawful discrimination.

Teaching and Support Staff

All teaching and support staff will:

- Promote an inclusive and collaborative ethos in their classroom.
- Challenge prejudice and discrimination, dealing fairly and professionally with any prejudice related incidents that may occur.
- Plan and deliver a curriculum and lessons that reflect the school's principles, for example, in providing materials that give positive images in terms of race, gender and disability.
- Maintain the highest expectations of success for all pupils.
- Support different groups of pupils in their class through differentiated planning and teaching, especially those who may (sometimes temporarily) find aspects of academic learning difficult.
- Keep up-to-date with equalities legislation relevant to their work.
- Will provide training and guidance on Equalities for all staff new to the school as part of the induction procedure.
- Will go through the principal expectations and duties of the Equality Act at a whole staff meeting at the start of the school year.

Visitors

All visitors to the school, including parents are expected to support our commitment to equalities and comply with the duties set out in this policy.

Equal Opportunities for staff

This section deals with aspects of equal opportunities relating to 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.
- We are also concerned to ensure wherever possible that the staffing of the school reflects the diversity of our community.
- As an employer we strive to ensure that we eliminate discrimination and harassment in our employment practice and actively promote equality across all groups within our workforce.
- We respect the religious beliefs and practice of all staff, pupils and parents, and comply with reasonable requests relating to religious observance and practice.
- We ensure that all staff, including support and administrative staff, receive appropriate training and opportunities for professional development, both as individuals and as groups or teams.

Monitoring and Review

Guilden Sutton Church of England Primary School has specific duties under the Equality Act to publish information about the diversity of our school community and the work we are doing to promote equality. This information can be found on our school website. We will review this information annually.

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Equality Objectives Action Plan 2021-2025

Staff member responsible	Mrs. T Rainford
Governor/Other	Mr. A Parker
Date of Policy	February 2024
Reviewed	4 years
Headteacher Signature	
Governor Signature	

Objective	Action	Who will be involved?	Timescale	Monitoring and Evidence
To closely monitor the impact of SEND provision on progress and amend as appropriate.	SENCO to update the provision map which targets support to pupils on the SEND register. SENCO to attend termly pupil progress meetings with class teachers, TAs and Headteacher to assess the impact of intervention programmes and SEN support. Involve other agencies as appropriate where support is not having the required impact.	SENCO SEND governors Headteacher	Termly	Pupil progress meetings with class teachers, TAs and Headteacher SENCO termly meeting with the SEND governors using the same format as Pupil Premium tracking Report to Education Committee termly Parent surveys Regular communication and meetings with Parents
To involve the pupil/adult health and safety representatives in assessing the accessibility of the building for children and adults with disabilities.	Annual site walks around the school and grounds as part of the Health and Safety Risk Assessments noting potential difficulties for children and adults with disabilities.	Health and Safety Governor Headteacher Pupil H & S reps.	At the beginning of each year	Annual report or as and when required to the Resources Committee Action Plan developed and monitored. Annual Health and Safety audit carried out by CWAC.
To ensure the whole curriculum has well planned opportunities for Teaching & Learning about Equality and Diversity ensuring all	To ensure whole school and subject curriculum maps clearly evidence, equality and diversity opportunities and that different groups of	Subject coordinators Headteacher Subject link Governors	Termly updates	Whole school and subject curriculum maps are accurate and updated when necessary and share on the school website and during staff

children feel safe and secure; to ask questions and challenge stereo types	people are represented			and governor meetings. Termly monitoring and annual meetings with subject link governors are recorded.
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