



ST MARY'S CHURCH OF ENGLAND PRIMARY SCHOOL EQUALITY POLICY

Truly I understand that God shows no partiality.
Act 10: 34

Rationale

St. Mary's Church of England Primary School has due regard to the Equality Act 2010 to: eliminate discrimination, to advance equal opportunities and to foster good relations in relation to age, disability, ethnicity, gender, religion and sexual identity. We welcome our duty under the Education and Inspections Act 2006 to promote community cohesion and recognize 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.

Aims and Objectives

At St. Mary's we:

- See all learners as of equal value and do not discriminate against anyone on the grounds of their disability, ethnicity, culture, national origin, national status, gender, gender identity, religion, faith background, or sexual identity.
- Recognise and respect difference taking into account differences of life experience, outlook and background and the kinds of barriers and disadvantages which people may face.
- Foster positive attitudes and relationships and a shared sense of cohesion and belonging.
- Observe good equalities practice in staff recruitment, retention and development.
- Aim to reduce and remove any inequalities or barriers.
- Consult and involve widely.
- Ensure that our policies and activities benefit society as a whole; both locally and nationally, by fostering greater social cohesion and participation in public life.
- Review and base our practices on sound evidence and data.
- Every four years formulate and publish specific and measureable equality objectives within the framework of the overall School Improvement Plan and self-evaluation. We will review and report annually on progress towards achieving them.

In addition to these guiding principles we will:

- Ensure that all children have access to the full range of the curriculum, making reasonable adjustments for pupils with disabilities.
- Ensure that the principles of equality underpin the ethos of the school and are applied to: pupil progress, attainment and achievement, personal development, welfare and wellbeing, teaching styles and strategies, admissions and attendance, staff recruitment, retention and professional development, care, guidance and support, behaviour, discipline and exclusions, working in partnership with parents, carers and guardians, and in working with the wider community.
- Address any prejudice and prejudice-related bullying.
- Respect the religious beliefs and practice of all staff, pupils and parents, and comply with reasonable requests relating to religious observance and practice.

Roles and Responsibilities

- The Governing Body is responsible for ensuring that the school complies with legislation, and that this policy and any related procedures and action plans are implemented.

- The Head teacher 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 case of unlawful discrimination.
- All staff are expected to: promote an inclusive and collaborative ethos in their classroom, deal with any prejudice-related incidents that may occur, plan and deliver an appropriate curriculum.

Objectives for 2017-2021

1. To narrow the gap between boys and girls at the end of the Early Years Foundation Stage.
2. To foster positive attitudes and relationships towards all individuals in an ever-changing social landscape.

Headteacher: Mr Steve Jones

Chair of Governors: Mr Peter Cannings

Reviewed: December 2017

Annual review: Headteacher's Report to Governors

Review date: December 2021