



ENGLEFIELD CE PRIMARY SCHOOL

EQUALITIES POLICY (Information & Objectives Statement)

Sowing the seeds for a flourishing future

Our Christian Vision

Our loving environment cultivates the foundations of mutual respect and the understanding that every child is special in God's eyes. Our children are the seeds from which we will build a brighter future. We nurture and nourish them so they grow and flourish.

Introduction

Our school is rooted in the Christian faith and as a school community we aim to nurture and nourish each member of school community to enable them to flourish, whether governor, parent, pupil or member of staff. We believe that every person is special in God's eyes and we treat each other with dignity and respect. Each person in all their unique difference should be able to thrive, irrespective of physical appearance, gender, race, religion, ethnicity, socio-economic background, academic ability, disability, sexual orientation or gender identity.

We are committed to

- promoting understanding of the principles and practices of equality and justice for all,
- recognising that we live within a diverse society and to appreciate the value of difference, believing that every child is special in God's eyes,
- removing any barriers through our practices and procedures enabling all to flourish

To help us achieve the management of equality in practice, we will adhere to the following principles:

- We are opposed to all forms of discrimination which seek to disadvantage persons on the grounds of colour, culture, ethnic origin, faith, gender identity, sexual orientation, ability or socio-economic background.
- Admission to the school is considered in conjunction with the Local Authority's coordinated scheme for primary school admission using an Admission's Policy which is prepared in accordance with the latest DFE School Admissions Code of Practice.
- Our recruitment practices pay due regard to the Local Authority's Safer Recruitment guidelines and in all staff appointments the best candidate will be appointed based on strict professional criteria.
- The school views linguistic diversity positively. All members of our school community must feel that their natural language is valued.
- We will ensure that the equality of opportunity permeates the whole curriculum and will be reviewed regularly.
- We will comply with relevant legislation and implement school plans in relation to race equality, disability equality and gender equality.

Responsibilities

The governors are responsible for:

- ensuring that the school complies with the relevant equality legislation;
- ensuring that the school Equality Scheme and its procedures are followed;
- ensuring that the school's Positive Behaviour for Learning Policy reflects the principles of equality in practice
- ensuring that the Equalities Information & Objectives Statement is reviewed every 4 years and published on the school's website

The head teacher is responsible for:

- making sure the school's Equality Policy and its procedures are followed;
- making sure that any race, disability and gender equality plans are readily available and that the governors, staff, pupils, and their parents and guardians know about them;
- producing regular information for staff and governors about any such plans and how they are working;
- making sure all staff know their responsibilities and receive training and support in carrying out any actions required from plans;
- monitoring the practices and procedures of the school's Positive Behaviour for Learning Policy in relation to the principles of equality;
- taking appropriate action in all cases of harassment and discrimination;
- having full over-sight of the management of hate-incidents.

All staff are responsible for:

- dealing with racist, homophobic and other hate-incidents;
- being able to recognise and tackle bias and stereotyping;
- promoting equal opportunities and good race relations;
- avoiding discrimination against anyone for reasons of ethnicity, disability or gender
- implementing the school's Positive Behaviour for Learning Policy;
- keeping up to date with the law on discrimination;
- taking up training and learning opportunities.

All parents are responsible for:

- stressing to their children the importance of social behaviour;
- following the school's positive behaviour for learning policy;
- reporting any concerns they may have about discrimination and harassment;
- actively endorsing and supporting the school's equality policy;
- actively participating and encouraging their children to be included in the many aspects of school life;
- actively participating and encouraging their children to take part in community activities;
- promoting positive attitudes and being a positive role model.

How we will meet general duties and specific duties

Englefield School aims to integrate equality into all aspects of school life. We do this in the following ways:

1. By seeking comments from
 - pupils via the School Council and through Support and Achievement Plans reviews where relevant
 - parents via parent/teacher consultations, Parents Forum, Class Reps and the Parents' Questionnaires
 - staff via annual appraisals and regular staff meetings
 - the wider community via the school's newsletter and website.

2. Reviewing and assessing the impact of school policies on our general duties under the Equality Act 2010

Any information gathered as a result of our activities will be used to identify any actions which will be considered in conjunction with the School Development Plan, the Buildings Development Plan and day to day management of the school.

Reporting

The school complies with the requirements of the Data Protection Act (1998), the Freedom of Information Act (2000) and Local Authority reporting requirements. We will produce an annual report which will give overview information on our pupil population, our main equality challenges and our objectives for the following year.

Management of Policy

School: This policy is implemented and managed by the Headteacher and all school teaching staff.

Governing Body: The Governing Body (led by the Development Committee) will monitor, review and update this policy.

Review: This policy will be reviewed in accordance with the agreed cycle of review or whenever there is a need to comply with new legislation or codes of practice, new initiatives, changes in the curriculum, developments in technology or changes to the physical environment of the school.

Approved: **Summer 2023**

Next Review: **Summer 2027**