



Clophill St. Mary's CofE Lower School Equality Policy 2019

*"Truly, truly, I say to you, a servant is not greater than his master, nor is a messenger greater than the one who sent him."
John 13:16*

Ratified: October 2019
Previously ratified: October 2018

At Clophill St. Mary's CofE Lower School we are committed to providing equality of education and opportunity for all pupils, staff, parents and carers receiving services from the school. This is irrespective of race, gender, disability, faith or religion or socio-economic background. We will ensure 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. We expect everyone who is part of, or who visits this school, to support this commitment through both their actions and words.

This policy reflects the legal duties set out in the Equality Act 2010 and non-statutory guidance set out by the government. The Equality Act 2010 introduced a single Public Sector Equality Duty (PSED), also referred to as the "general duty" that applies to public bodies, including maintained schools and academies, and which extends to all protected characteristics – ethnicity, disability, gender (including pregnancy and maternity, age, religion or belief, sexual orientation, marriage and civil partnership, sexual identity and transgender). The PSED came into effect in April 2011 and all public bodies are required to have due regard to the need to:

- Eliminate discrimination and other conduct that is prohibited by the Act
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it
- Foster good relations across all characteristics – between people who share a protected characteristic and people who do not share it

The Equality Act also places two specific duties on public bodies. The two specific duties require schools to:

- Publish information to demonstrate how they are complying with the PSED
- Prepare, publish and review equality objectives annually

Aims of this policy:

This policy sets out the school's aims to promote equality of opportunity and comply with the Act.

At Clophill St. Mary's CofE Lower School we will take steps to advance equality of opportunity, foster good relations and eliminate any discrimination or harassment within the school community.

We do this by:

- Treating all those within the school community (e.g. pupils, staff, governors, parents and the local community) as individuals with their own particular abilities, beliefs, challenges, attitudes, backgrounds and experience
- Maintaining a school ethos and considering the ways in which our teaching and curriculum promotes common values, equality, develops understanding and challenges myths, stereotypes, misconceptions and prejudices. We will actively encourage positive attitudes towards pupils and staff, promote awareness of the rights of individuals and expect everyone to treat others with dignity and respect by developing the skills of participation and responsible action
- Encouraging everyone in our school community to gain a positive self-image and high self-esteem through our Values Education and Growth Mindset teaching
- Having high expectations for everyone involved with the whole school community
- Promoting mutual respect and valuing each other's similarities and differences and facing any equality issues openly and honestly
- Taking reasonable and necessary steps to meet pupils' needs by using a variety of approaches and planning reasonable adjustments for disabled pupils, enabling our pupils to take as full a part as possible in all the activities of the school. We will make reasonable adjustments to ensure the school environment and its activities are as accessible and welcoming as possible for pupils, staff and visitors to the school, seeing the views of advisory staff and outside agencies when needed. We are also committed to ensuring staff with a disability have equality of opportunity
- Monitoring the progress and achievement of all pupils by race, gender and disability. This data will be used to support pupils, ensure high standards of attainment are maintained and ensure inclusive teaching as well as diminishing any differences in achievement between different groups and national standards
- Monitoring any bullying and prejudice related incidents and dealing with them effectively (see Anti-bullying policy). We will ensure staff are aware of the process of reporting and following up incidents of prejudice-related bullying. We also expect all staff to be role-models for equal opportunities, deal with bullying and discriminatory incidents and be able to identify and challenge prejudice and stereotyping. We will ensure all staff are also aware of their legal duties under the Equality Act

- 2010, the different forms of discrimination and what 'reasonable adjustments' mean in practice
- Annually seeking the views of pupils, parents and staff to ensure that the school environment is as safe and accessible as possible to all school users
- Monitoring and reviewing all of the above to secure continuous improvement in all we do

Responsibilities:

Governing Body

The Governing Body will:

- Ensure that the school complies with equality-related legislation
- Ensure that the policy and its procedures are implemented by the Headteacher
- Ensure all other school policies promote equality
- Give due regard to the PSED when making decisions

Headteacher

The Headteacher will:

- Implement the policy and its related procedures
- Make all staff aware of their responsibilities and provides training as appropriate to enable them to effectively deliver this policy
- Take appropriate action in any case of actual or potential discrimination
- Ensure that all staff understand their duties regarding recruitment and providing reasonable adjustments to staff
- Ensure that all staff and pupils are aware of the process for reporting and following up bullying and prejudice-related incidents

All staff

Staff will:

- Enact this policy, its commitments and procedures, and their responsibilities associated with this policy
- Deal with bullying and discriminatory incidents, and know how to identify and challenge prejudice and stereotyping
- Promote equality and good relations and not discriminate on any grounds
- Attend such training and information opportunities as necessary to enact this policy and keep up to date with equality legislation
- Be models of equal opportunities through their words and actions

SENDCo (Special Educational Needs and Disabilities Co-ordinator):

The SENDCo will:

- Enact this policy, its commitments and procedures, and their responsibilities associate with this policy
- Ensure quality provision for all SEND pupils based on need

Pupils

The pupils will:

- Refrain from engaging in discriminatory behaviour or any other behaviour that contravenes this policy

Visitors (e.g. parent helpers, contractors)

Visitors will:

- Be aware of, and comply with, the school's equality policy
- Refrain from engaging in discriminatory behaviour on school premises

Equality objectives 2019-2020:

Based on analysis of data of pupil performance and pupil, parent and staff feedback received, the following objectives have been set:

- Continue to develop the range of visitors and visits linked to curriculum topics
- To complete actions identified from the Health and Wellbeing Self Review Feedback 2019
- To complete actions identified from the Central Bedfordshire Toolkit for promoting Emotional Health, Wellbeing and Resilience 2019
- To annually refresh pupil knowledge and understanding of our Growth Mindset Learning Superhero Powers
- To continue to further develop our provision for supporting pupils' personal development and wellbeing
- To continue to diminish any attainment and progress differences related to gender, ethnicity or disability