

St. Anne's C of E Primary School



Equality and Diversity Policy

The school is committed to upholding the principles of the Convention on the Rights of the Child.



“Open our eyes to see the needs of those around us.”
(Extract from the St. Anne's School Prayer)

October 2024
Review October 2025

Equality and Diversity
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St. Anne's Primary School Equality and Diversity Policy

This policy should be read in conjunction with the Equality Act of 2010 and the Public Sector Equality Duty that came into force in April 2011.

At St. Anne's C of E Primary School we believe that everybody has a right to be treated equally and well. Children have the right to work, play and learn in a positive, supportive environment. Promoting equality and diversity in education is essential for both teachers and pupils. The aim is to create a classroom environment where all pupils can thrive together and understand that individual characteristics make people unique and not 'different' in a negative way. St. Anne's C of E Primary School is a Rights Respecting School. We are proud to promote the United Nations Convention on the Rights of the Child which the UK Government has signed and ensure that the whole school community learns about their rights and show respect for each other.

Article 2

The Convention applies to everyone, whatever their race, religion, abilities; whatever they think or say, whatever type of family they come from.

Article 3

All organisations concerned with children should work towards what is best for each child.

Article 19

Children have the right to be safe.

Article 28

All children have the right to a primary education, which should be free. Wealthy countries should help poorer countries achieve this right. Discipline in schools should respect children's dignity.

Article 29 Children's education should develop each child's personality, talents and abilities to the fullest. It should encourage children to respect others, human rights and their own and other cultures. It should also help them learn to live peacefully, protect the environment and respect other people.

INTRODUCTION

At St. Anne's C of E Primary School our mission is to inspire and enable each unique student to achieve their full spiritual, academic and personal potential and at all times strive for excellence.

Our School Ethos states that St. Anne's C of E is a welcoming school where tolerance, honesty, co-operation and mutual respect for others are fostered. We believe every student to be made in the image of God and we are committed to the development of the whole person within a secure and creative environment which is supportive of the individual, regardless of their age, sex, race, colour, religion or disability.

We provide a broad, balanced curriculum which we believe provides equal opportunity for all students to flourish and develop their God given talents.

St. Anne's C of E is committed to equality and valuing diversity and actively supports practices that promote genuine equality of opportunity for all staff and children. We aim to promote equality and tackle any form of discrimination. We actively promote harmonious relationships in all areas of school life. We seek to remove any barriers to access, participation, progression, attainment and achievement. We take seriously our contribution towards community cohesion.

We value pupil voice and genuinely promote and encourage pupils to have full participation in school life. Pupils are given many opportunities to have their opinions listened to and democratically vote for the following pupil representatives:

Heads of houses in Year 6

School Council members – Year 1 to Year 6

Faith Group – Year 1 to Year 6

Eco Council members – Year 1 to Year 6

LEGAL FRAMEWORK

In putting together this Single Equality Scheme in the form of our Equality and Diversity Policy, we are responding to the Equality Act 2010. This replaces all previous policies and legislation relating to Race Equality, Gender Equality and Disability Equality.

This policy has been devised to enable St. Anne's C of E Primary School to meet its general duty in:

- Eliminating unlawful discrimination, harassment, victimisation and other prohibited conduct
- Advancing equality of opportunity between those who have a protected characteristic and those who do not
- Fostering good relations between those who have a protected characteristic and those who do not

The protected characteristics are:

- Age
- Gender Re-assignment
- Disability
- Marriage and Civil Partnership
- Race
- Religion or beliefs
- Pregnancy and Maternity
- Sex
- Sexual Orientation

We do this by:

- Providing a secure environment in which all of our pupils can flourish and in which all contributions are valued
- Including and valuing the contribution of all families to our understanding of equality and diversity

AIMS AND ETHOS

We aim to:

- provide a safe, secure environment in which all our students can flourish and achieve.
- provide a learning environment where all individuals feel a sense of belonging.
- prepare students for life in a diverse society. We want our pupils to be able to recognize their place in the regional, national, international and faith communities.
- include and value the contribution of all families to our understanding of equality and diversity.
- to provide positive non-stereotyping information about different groups of people regardless of any protected characteristics they may have.
- we will plan to systematically review our understanding and promotion of diversity within our school.
- we will actively challenge discrimination and disadvantage.
- we will make inclusion a thread which runs through all our activities.

To achieve these aims, we will:

- involve stakeholders in the development review, evaluation and impact assessment of all relevant improvement plans, policies and procedures.
- publish and share our policies with the whole community.
- collect and analyse data to ensure all groups are progressing well and no group is subject to disadvantage.
- use all available information to set suitable learning challenges for all, respond to pupils' diverse needs and overcome any potential barriers to learning or engagement in school activities.

- ensure that the wider school curriculum makes explicit the implicit provision to promote and celebrate diversity.
- to have high expectations of behaviour which demonstrates respect to others.

RESPONSIBILITIES

LEADERSHIP

St. Anne's is committed to:

- being proactive in promoting good relationships and equality of opportunity across all aspects of school life and the wider community.
- encouraging, supporting and enabling all students and staff to reach their potential and make a positive contribution.
- work in partnership with families, parishes and the deanery, the local authority and the wider educational and social community to establish, promote and disseminate inclusive practice and tackle discrimination thus ensuring that this equality and diversity policy is followed.

GOVERNING BODY

It is the Governing Body's responsibility to:

- ensure that the school complies with equality legislation.
- ensure that the school's mission prayer is reflected in the practice of equality and diversity.
- ensure that the school's policy and its procedures and strategies are carried out and monitored with appropriate evaluation to inform future improvement planning.
- scrutinise the recording and reporting procedures at least annually.
- set, and apply the admissions policy to ensure fair and equitable treatment of all applicants.
- monitor attendance and take appropriate action where necessary.
- ensure equal opportunities in staff recruitment, progression and professional development.
- seek to ensure the membership of the governing body is as representative as possible.
- provide information in appropriate, accessible formats.
- be involved in dealing with serious breaches of the policy.

HEADTEACHER

It is the Headteacher's responsibility to:

- implement the policy and its strategies and procedures.
- be proactive in recruiting high quality applicants from under-represented groups.
- ensure all staff receive appropriate and relevant continuous professional development
- ensure that St. Anne's School is committed to equality and valuing diversity and actively supports practices that promote genuine equality of opportunity for all staff and children.
- actively challenge and take appropriate action in any cases of discriminatory practice.
- ensure that the school provides information to all parties in accessible formats.
- deal with all reported incidents of harassment or bullying in line with local authority and anti-bullying guidance for Church of England Schools .

- ensure all visitors and contractors are aware of and comply with, the school's equality and diversity policy.
- produce an annual report to Governors.
- to promote equality and diversity in all curriculum areas

ALL STAFF

It is the responsibility of all staff to:

- be vigilant in all areas of the school for any type of harassment or bullying
- deal effectively with all incidents from overt name calling to the more subtle forms of victimisation caused by perceived differences and ensure their actions are logged and referred on to a senior member of staff if need be.
- identify and challenge bias and stereotyping within the curriculum and in the school's culture.
- promote equality and good relations and not discriminate on grounds of race, gender, religion, age or sexual orientation.
- promote an inclusive curriculum and whole school ethos which reflects our diverse British society.
- keep up to date with equality legislation, development and issues by attending relevant training and accessing information from appropriate sources.

PUPILS

Our pupils are encouraged to show respect to others and are responsible for:

- treating others kindly and fairly without prejudice, discrimination or harassment.
- attending and engaging in their own learning as well as helping other pupils to learn
- telling staff about any prejudiced related incidents that occur

PARENTS

Our parents are responsible for:

- supporting our school in its implementation of this policy
- following the school policy through their own behaviour
- ensuring their children attend and engage in the learning
- telling staff about any prejudice related incidents that occur

VISITORS AND CONTRACTORS

Visitors and contractors are responsible for:

- knowing and following our policy

BREACHES OF THE POLICY

Breaches of this policy will be dealt with in the same ways that breaches of other school policies are dealt with, as determined by the Head Teacher and Governing Body. Anyone wishing to make a complaint will be advised to follow the School Complaints Procedure. Racial incidents

will be recorded and reported to the Local Authority following established procedures and guidelines.

POLICY PLANNING AND REVIEW

Whilst we have a duty to develop and publish equality schemes in relation to both gender and disability, we at St. Anne's are considering all aspects of diversity and equality in this comprehensive policy. We undertake to include in our School Improvement Planning specific equality and diversity actions with relation to identified needs of relevant groups. There is an Equality and Diversity Annual Action Plan and each subject area has a priority to promote equality and diversity. We are committed to ensuring that the curriculum we teach, represents and reflects the diversity we see in our school, in our community and beyond. Our children should feel represented in the literature they read and through the inspiring people we learn about.

In the planning and development stage of policy making we will ensure we have consulted and taken into account, stakeholder views. All improvement plans will be designed with an element of evaluation built in to monitor the success of each activity. All Policies will be subject to review with regard to equality and diversity to ensure any areas of perceived inequality are addressed. Achievement and Attainment data will be scrutinised to ensure progress for all. Exclusion and Attendance data will be reviewed to ensure there is no over representation of any one group. Target setting procedures will ensure that appropriate aspirational targets are set for students bearing in mind their diversity needs.

MONITORING AND QUALITY ASSURANCE

Each pupil's progress is monitored and tracked. The resulting data is analysed in respect of protected characteristics and other needs that make them disadvantaged in some way. In addition to monitoring to rule out any potential to disadvantage, quality assurance procedures ensure that the school meets its duty to positively promote diversity. E.g. lesson observations/book scrutiny, record evidence of differentiation and texts used will be periodically reviewed to ensure appropriateness and inclusivity. Attendance is carefully monitored for the different groups within the school, and steps are taken to ensure that any barriers to attendance for pupils with different backgrounds are removed.

Performance Management procedures for staff will be monitored annually to ensure compliance with this policy.

Data in regard to diversity and equality is used to inform further school planning, target setting and decision making.

The effectiveness of this policy will be monitored annually and reviewed every three years in the light of experiences and best practice. This mechanism recognises that changes to legislation might require a review of the policy before the three years stipulated.

In considering the effectiveness of this policy consultation will be undertaken with staff, governors, pupils and parents to assist in this review process.