



Measham CE Primary School Equality Policy Next Review January 2022

We are a caring Christian community and we believe that every member of the school should feel valued, respected and be treated fairly.

Our vision is:

'To be a school where happy children flourish.'

Our vision and values are at the heart of the school and shows our commitment to supporting children and families and promoting excellent teaching and learning. We are proud to serve the whole community and it is our aim that through working together, we shape the children and the adults within it, to live fully and **'Love your neighbour as yourself'** Mark 12:31. Loving your neighbour as yourself is something we all want to do.

We are an inclusive school, where everyone has a valuable contribution to make to our school community. Our School Values, based on Christian principles are embedded and reflected in all that we do. These values have been chosen by the school community as a set of moral standards we should understand and try to 'live'.

Legal Duties

As a school we welcome our duties under the Equality Act 2010. In addition, this policy refers to guidance from the DFE dated May 2014 The Equality Act 2010 and schools. The general duties are to:

- Eliminate discrimination
- Advance equality of opportunity
- Foster good relations

The Act makes it unlawful for a school to discriminate against, harass or victimise a pupil or potential pupil:

- In relation to admissions
- In the way it provides education for pupils
- In the way it provides pupils access to any benefit, facility or service
- By excluding a pupil or subjecting them to any other detriment

We understand the principal of the act and the work needed to ensure that those with protected characteristics are not discriminated against and are given equality of opportunity.

It is unlawful for a school to discriminate against a pupil or prospective pupil by treating them less favourably because of their:

- Sex
- Disability
- Race
- Religion or belief
- Sexual orientation



Measham CE Primary School Equality Policy Next Review January 2022

- Gender reassignment
- Maternity and pregnancy

It is also unlawful to discriminate because of their association a pupil may have.

In order to meet our general duties, listed above, the law requires us to do some specific duties to demonstrate how we meet the general duties. These are to:

- Publish equality Information – to demonstrate compliance with the general duty across its functions. ***We will not publish any information that can specifically identify any child.***
- Prepare and publish equality objectives. (detailed in this policy)

To do this we will collect data related to the protected characteristics above and analyse this data to determine our focus for our equality objectives. The data will be assessed across our core provisions as a school. This will include the following functions:

- Admissions
- Attendance
- Attainment and tracking of progress
- Exclusions
- Prejudice related incidents
- Behaviour logs
- Attendance at clubs and involvement in school life

Our objectives will detail how we will ensure equality is applied to the services listed above however where we find evidence that other functions have a significant impact on any particular group we will include work in this area.

Currently our equality objectives are:

- **Narrow the gap in performance of children eligible for Pupil Premium** (or are otherwise identified as being financially vulnerable)
- **Anticipate any gaps in performance of children joining Measham after EYFS.**
- **Ensure gaps between girls and boys performance is narrowed** (based on detailed knowledge of specific cohort performance and closing any gaps found in KS1 data).
- **Ensure all vulnerable groups are fully represented in clubs and school roles.**

Linked policies that re-enforce this duty include our Behaviour Policy, Anti-Bullying Policy, Attendance Policy, PSHCE Policy, SRE Policy, Pay Policy.

Duties around accessibility for disabled pupils/visitors/staff

We aim to make reasonable adjustments to the school environment to meet the needs of any physically disabled pupils/visitors/staff. Any changes to the environment in this respect will be included in our Premises Plan and also recognised where relevant in our Health and Safety audits.

Prevent Duty

We also welcome our duty under the Education and Inspections Act 2006 to promote community cohesion and the latest duty on schools to as part of the Counter Terrorism and Security Act 2015.



Measham CE Primary School Equality Policy Next Review January 2022

Measham CE has due regard to the need to prevent people from being drawn in to terrorism. This principle is threaded through other policies (e.g. Anti-bullying, Behaviour for Learning, Teaching and Learning, Acceptable Use policy, PSHCE etc...) We fully advocate the principles of British Values through our curriculum and in our expectations of our whole school community for respect. As a school we will respectfully challenge extremist views and note concerns arising in our race/hate records.

We recognise 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.

In fulfilling our legal obligations we will:

- Recognise and respect diversity
- Foster positive attitudes and relationships, and a shared sense of belonging
- Observe good equalities practice, including staff recruitment, retention and development.
- Aim to reduce and remove existing inequalities and barriers.
- Consult and involve widely
- Strive to ensure that society will benefit

Mission, Vision and Aims

Our mission is to be a place where happy children flourish

Vision Statement

To provide a happy, welcoming and safe environment, built on Christian values, in which everyone is encouraged, challenged and inspired to develop the skills and attributes needed for a successful future in an ever changing world.

Aims (mission)

We do this by providing:

- Children with a structure which enables them to ask questions, be excited by learning and understand how to develop into purposeful, kind and caring members of the community
- An environment in which everyone has a voice and is equipped with the life skills to keep themselves and others safe
- An enjoyable, creative, relevant & evolving curriculum that will motivate children to become lifelong learners and encourage every child to find and develop their own personal strengths
- The highest quality teaching and learning to enable all children to reach their full potential and thus lay strong foundations for the future
- An understanding of how we value ourselves, others and the environment through positive relationships, actions and attitudes

Responsibility

We believe that promoting Equality is the whole schools responsibility:



Measham CE Primary School
Equality Policy
Next Review January 2022

School Community	Responsibility
Governing Body	Involving and engaging the whole school community in identifying and understanding equality barriers and in the setting of objectives to address these. Understanding legal obligations under the Prevent duty.
Headteacher	As above including: Promoting key messages to staff, parents and pupils about equality and what is expected of them and can be expected from the school in carrying out its day to day duties. Ensure that staff have appropriate skills to deliver equality, including pupil awareness. Ensure that all staff are aware of their responsibility to record and report prejudice related incidents.
Senior Leadership Team	To support the Headteacher as above Ensure fair treatment and access to services and opportunities. Ensure that all staff are aware of their responsibility to record and report prejudice related incidents.
Teaching Staff	Help in delivering the right outcomes for pupils. Uphold the commitment made to pupils and parents/carers on how they can be expected to be treated. Design and deliver an inclusive curriculum Ensure that you are aware of your responsibility to record and report prejudice related incidents.
Non-Teaching Staff	Support the school and the governing body in delivering a fair and equitable service to all stakeholders Uphold the commitment made by the head teacher/principal on how pupils and parents/carers can be expected to be treated Support colleagues within the school community Ensure that you are aware of your responsibility to record and report prejudice related incidents
Parents	Take an active part in identifying barriers for the school community and in informing the governing body of actions that can be taken to eradicate these Take an active role in supporting and challenging the school to achieve the commitment given to the school community in tackling inequality and achieving equality of opportunity for all.
Pupils	Supporting the school to achieve the commitment made to tackling inequality. Uphold the commitment made by the head teacher on how pupils and parents/carers, staff and the wider school community can be expected to be treated.
Local Community Members	Take an active part in identifying barriers for the school community and in informing the governing body of actions that can be taken to eradicate these. Take an active role in supporting and challenging the school to achieve the commitment made to the school community in tackling inequality and achieving equality of opportunity for all.



**Measham CE Primary School
Equality Policy
Next Review January 2022**

We will ensure that the whole school community is aware of the Equality Policy and our published equality information and equality objectives by publishing them in our school newsletter and school web-site.

Complaints

Complaints with regard to this policy will be dealt with via the schools complaints procedure, a copy of which is available from the school office.

Further guidance for parents and carers and school governors on the Equality Act 2010 can be found on the DFE website <http://www.education.gov.uk>