

Equality Policy



Policy

Reviewed: November 2021
To be reviewed: November 2024

St. John's C.E. (C) Primary School Equality Policy

Rationale:

St John's C E (C) Primary School prides itself on being recognised as a school at the heart of the community, providing an inclusive, safe, caring and stimulating environment in which children learn. This policy outlines what we mean by this and the role stakeholders have at St John's C E (C) Primary School in helping to uphold this.

Aims and Objectives:

- To inform stakeholders about what the term 'equality' means.
- Make reference to the legal duties we have as well as our own perception of demonstrating equality when promoting our school Christian Values.
- Define the roles and responsibilities different stakeholders have in promoting equality at St John's C E (C) Primary School.
- Provide an overview of how breaches of equality will be dealt with at St John's C E (C) Primary School.
- Incorporate the views of the staff and children at St John's regarding promoting equality.

Practice and Procedures:

Equality Statement:

We are committed to ensuring exceptionally high equality of education and opportunity for all pupils, staff, parents and carers receiving services from the school, irrespective of race, gender, disability, faith or religion or socio-economic background. We aim to develop 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. The achievement of pupils will be monitored by race, gender and disability and we will use this data to support pupils, raise standards and ensure inclusive teaching. We will tackle discrimination by the positive promotion of equality, challenging bullying, promoting our own anti-bullying policy written by the School Council, challenging stereotypes and creating an environment that promotes respect for all and is celebrated by all who learn, teach and visit here. We are committed to honesty, sensitivity and responsibility in all relationships.

This statement fully complements the vision of our school:

Together in love we learn with Respect, Hope, Friendship and Forgiveness.

With God's help we strive, shine and aspire to be the best we can be as part of our St John's family and along our rainbow path to the future.

We are creative, knowledgeable and grow in confidence day-by-day to succeed and achieve.

Legal Duties:

As a school we welcome our duties under the Equality Act 2010. The general duties are to:

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

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. A protected characteristic under the act covers the groups listed below:

- Age (for employees not for service provision).
- Disability.
- Race.
- Sex (including issues of transgender).
- Gender reassignment.
- Maternity and pregnancy.
- Religion and belief.
- Sexual orientation.
- Marriage and Civil Partnership (for employees).

In order to meet our general duties, listed above, the law requires us to carry out 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 individual)
- Prepare and publish equality objectives, which we will review on an annual basis
- Consult all our stakeholders in the development of our equality objectives and report on progress against our objectives on an annual basis.

In order to do this effectively 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, but we will also analyse available data relating to the context of our local community, including hate crime data and demographic information.

In relation to school provision, we will pay particular attention to the following functions:

- Admissions.
- Attendance.
- Attainment.
- Exclusions.
- Prejudice related incidents.

We also recognise that our work on equality is central to the successful promotion of fundamental British Values, especially in relation to the values of respect and tolerance and the rule of law. We will therefore ensure that our curriculum helps to prepare pupils for life in modern Britain and that we work proactively to address all forms of prejudice and discrimination, including derogatory and discriminatory language.

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.

Addressing Prejudice Related Incidents:

St John's C E (C) Primary School is opposed to all forms of prejudice and we recognise that children and young people who experience any form of prejudice related discrimination may fair less well in the education system. We provide both our pupils and staff with an awareness of the impact of prejudice in order to prevent any incidents. If incidents still occur we address them immediately and may seek support from the Local Authority Equality Team (Kirklees), possibly including the LADO or our Kirklees Learning Partner (KLP).

Responsibility:

We believe that promoting Equality is the whole school's responsibility. The table below outlines the main responsibilities for different stakeholders in our school community.

Stakeholder	Responsibilities
Governing Body	Involving and engaging the whole school community in identifying and understanding equality barriers and in the setting of objectives to address these. Monitoring progress towards achieving equality objectives. Publishing data and publishing equality objectives. Ensuring that staff have access to appropriate training and resources.
Headteacher	As above plus; 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. Ensuring that all of the school community receives adequate training to meet the need of delivering equality, including pupil awareness. Ensure that all staff are aware of their responsibility to record report, and respond appropriately to prejudice related incidents. Ensure that all staff but in particular Subject Coordinators monitor their curriculum areas closely to ensure that the promotion of equality is embedded throughout our unique Rainbow Curriculum.
Senior Leadership Team (SLT)	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, report and respond appropriately to 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 all teachers are aware of their own responsibility to record, report and respond appropriately to 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 on how pupils and parents/carers can be expected to be treated. Support colleagues within the school community. Ensure that individually you are aware of your responsibility to record, report and respond appropriately to prejudice related incidents.
Parents/Carers	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	Support 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. Promote equality throughout our daily school life and at home by fully demonstrating our school Christian Values.
Diocese/St John's Church representatives	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 with respect to the values of Christianity. Ensure that whilst we are a Christian faith based school, we are fully committed on including families of other or no religious background. Ensure that as a school we follow the principles of equality stated by The Diocese of Leeds.
Local Community Members	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.

We will ensure that the whole school community is aware of this Equality Policy by publishing them on the school's website and alerting stakeholders to this. Children at St John's, fully embrace equality and strongly believe inequality of any form is not acceptable and is a form of bullying. This is the reason for them working with our headteacher to create our own anti-bullying policy – please see photos below of our policy/leaflet:

Do's and Don'ts:

- ✓ Ask them to stop if you can.
- ✓ Use eye contact and tell them politely to go away.
- ✓ Ignore them.
- ✓ Walk away.
- ✓ Get help.
- ✓ Tell someone.

- ✗ Do what they say.
- ✗ Get angry or look upset.
- ✗ Hurt them back.
- ✗ Think it is your fault.
- ✗ Not tell someone.

IMPORTANT INFORMATION FOR ADULTS

It is important that all governors, teaching and non-teaching staff, pupils and parents have an understanding of what bullying is. This can be relayed to all stakeholders in different ways including: Acts of Worship, PHSE work, staff induction, website and parent meetings.

Practice and Procedures

All concerns about bullying will be taken seriously and investigated thoroughly. The following steps may be taken when dealing with incidents:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who is made aware.
- A clear account of the incident will be recorded and given to Mr Blackburn (Head Teacher).
- Mr Blackburn will interview all concerned and keep a detailed record. This will be held in accordance with the school's data protection policy and can be stored on the child's G2 records.
- Parents and other relevant adults will be kept well informed usually verbally and if necessary in writing.
- Sanctions in line with the Promoting Positive Behaviour Policy may be issued by a member of the Senior Leadership Team.
- If necessary and appropriate, Mr Blackburn may contact external agencies who may work with and/or advise staff and parents/carers.

In line with our Church School ethos

Pupils who have been bullied will be supported by:

- Offering an immediate opportunity to discuss the experience with a member of staff.
- Providing reassurance that the bullying will be addressed offering continued support.
- Restoring self-esteem and confidence.


Pupils who have bullied will be helped by:

- Discussing what and why it happened.
- Establishing the wrong doing and the need to change, linked to our School Christian Values.
- Informing parents or guardians to help change the attitude of the pupil (where appropriate).

Inclusion and Equality

In line with our duties under the Equality Act (2010) and as set out in our Equality Policy we are committed to providing a teaching environment conducive to learning. Everybody is valued, respected and challenged regardless of race, gender, religion, social background, culture or disability.

Anti-Bullying Policy












Together in love we learn with

Respect, Hope, Friendship and Forgiveness

Produced by Mr Blackburn & the School Council of St. John's C.E. (C) Infant School

NOVEMBER 2020

To be reviewed: November 2023

<h3>What is bullying?</h3> <p>Bullying is when someone hurts others more than once by using behavior or actions which are meant to upset them and make them feel lonely, sad or embarrassed.</p> <p>Bullying can be:</p> <ol style="list-style-type: none"> 1. Emotional: Hurting people's feelings or leaving someone out.  2. Physical: Punching, kicking, shoving, spitting, hitting, pushing, nipping or biting.  3. Verbal: Teasing people, calling them names or saying things behind a person's back.  4. Written: Sending notes or letters that are not kind to one another or writing graffiti on things.  5. Racist: Calling someone names because of the colour of their skin or religion.  6. Cyber: Saying unkind things by text, email, online, through apps or by any form of social media.  	<h3>When is it bullying?</h3> <p>Several Times On Purpose</p>  <h3>What can you do?</h3> <p>Start Telling Other People</p> 	<h3>Who can I tell?</h3> <ul style="list-style-type: none"> • A friend • Parents/Carers • Teachers • Teaching Assistants • Office staff • Mr Blackburn • Trusted adults in or out of school • School Council • Playground Buddies • Jigsaw Mascots • Family 
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Breaches:

Breaches to this statement 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. A log of any examples of inequality is kept by the Headteacher and the Whistleblowing policy can be implemented at any point if deemed necessary.

Inclusion and Equality

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Policy Monitoring and Review

This policy will be reviewed following the school's 3 year cycle routine or when there are any changes to the statutory guidance that warrant it. It may also be reviewed earlier should it no longer comply with school practice or the legal requirements of the school.

Policy produced by ..Aidan Blackburn..... Date: 08.11.2021.

Approved by (Chair of Governors): Date :

Review Date: November 2024

If you need further copies of this document, or would like the document in another format, such as enlarged print, audio tape or another language, please contact Sarmilla Dhangar, Bursar, at the school.

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