

Equality Policy



Growing Together as a Family of God

Date: Spring 2022

This policy was agreed by the Community Committee and will be reviewed in Spring 2023

Chair of Governors of St Anne's School- Martin Baker

ST ANNE'S SCHOOL

EQUALITY POLICY

School statement on equality

Every person in our school community has been made in the image of God and is loved unconditionally by God. Everyone is equal and we treat each other with dignity and respect. Our school is a place where everyone should be able to flourish in a loving and hospitable community. Each person in all their unique difference should be able to thrive, irrespective of physical appearance, gender, race, religion, ethnicity, socioeconomic background, academic ability, disability, sexual orientation or gender identity.

We are committed to promoting the understanding of the principles and practices of equality – treating all members of our school community as individuals, according to their needs, with an awareness of our diverse society and appreciating the value of difference. We actively seek to challenge discrimination and we promote an anti-bullying stance which makes clear the unacceptability of racist, disablist and homophobic, biphobic and transphobic bullying and language.

1. Legal framework

We welcome our duties under the Equality Act 2010 to eliminate discrimination, advance equality of opportunity and foster good relations in relation to age (as appropriate), disability, gender identity, race, religion, sex and sexual orientation.

We welcome our duty under the Education and Inspections Act 2006 to promote community cohesion.

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.

2. Guiding principles

Our approach to equality is based on the following key principles:

That at St Anne's School we value everyone and we believe that we are all God's children, special and unique.

- Through Christian values we nurture our children to be caring, responsible global citizens.
- We ensure that all our children are successful and fulfil their potential through high quality teaching.
- We develop independent and confident learners through engaging and challenging opportunities.
- We provide a rich and varied curriculum that enables our children to flourish and excel.
- We build strong relationships with the children, their families and the local community.

3. Development of the policy

This policy was developed in consultation with staff, and governors.

4. Links to other policies & documentation

We ensure that the principles listed above apply to all of our

policies and practice including those that are concerned with;

- Pupils' progress, attainment and achievement,
- Pupils' personal development and wellbeing,
- Teaching styles and strategies,
- SMSC and PSHE,
- Admissions and attendance,
- Staff recruitment, retention and professional development,
- Care, guidance and support,
- Special educational needs,
- Behaviour, discipline and exclusions,
- Bullying and addressing prejudice related bullying,
- Working in partnership with parents, carers and guardians,
- Working with the wider community,

We also ensure that information about our responsibilities under the Equality Act are included in our school development plan, self-evaluation review, the school prospectus, school web site and newsletters.

5. Our actions

To eliminate discrimination, harassment and victimisation

We meet our legal duty and live out our guiding principles listed above through;

- Actively promote equality through a strong emphasis on our Christian values of Generosity, Friendship, Service, Thankfulness, Trust, Courage, Respect, Justice, Forgiveness, Compassion, Truthfulness and Perseverance,
- Whole school themes/workshops linked to equality eg anti bullying, cyber safety, being unique and special, British Values,
- Providing a curriculum that includes all groups of pupils and actively preventing the exclusion of any group,
- High quality and well planned SMSC curriculum that challenges discrimination and promotes inclusion,

- Interventions that support all pupils to access the curriculum and achieve in their learning,
- School policies for Behaviour and Anti-bullying.
- Supporting high levels of attendance for all pupils,
- Monitoring the attainment of all groups and planning support to close gaps in progress and attainment,
- Mental health and wellbeing support for staff and pupils,
- Risk assessments and planned support for members of the community with disability.

To advance equality of opportunity between different groups

We meet our legal duty and live out our guiding principles listed above through a no tolerance approach to any negative, prejudicial language or behaviour. In the event of such behaviour logs are meticulously kept and support for the victim and perpetrator. Logs of such behaviour, although rare, are monitored to identify patterns of behaviour towards groups of people.

To foster good relations

We meet our legal duty and live out our guiding principles listed above through our Christian values and comprehensive PSHE curriculum. Pupils at St Anne's school learn to live harmoniously together. Honesty and forgiveness are values that support us to respect everyone. To see everyone as God sees them is our daily mantra in collective worship. We believe we are all unique with our special gifts that we can develop and use to support each other.

Other ways we address equality issues

Through regular reviews, we ensure that our curriculum and resources support the school community so that everyone feels valued and equal. Regular training on all aspects of equality keeps us aware, focused, up to date and relevant.

6. Disseminating the policy

We ensure that this policy is known to all staff and governors, parents and carers and, as appropriate, to all pupils. This policy, our equality objectives and data are all available on our school website.

When planning structural changes within the school building, equality and inclusion of the community we serve are considered.

7. Roles and responsibilities

- **The governing body** – to monitor policy into practice and pupil outcomes.
- **The headteacher and senior leadership team** – promote the school vision and ethos. Implement policy into practice, review systems, monitor teaching/learning and pupil outcomes. Make provision for training and safeguard all members of community from inequality. **Teaching and support staff** implement the school policies across all aspects of school life. Follow school curriculum and principles of equality for all.
- **Pupils** live the Christian values, follow the schools behaviour policy, to look out for one another and treat everyone with respect.
- **Parents** and carers to understand the school's commitment to equality, to reinforce the values of respect for all with their children.
- **Visitors** To be aware of the schools ethos, vision and practice, and demonstrate respect for all.

8. Staff development and training

We ensure that all staff, including support staff, receive appropriate training and opportunities for professional development, both as individuals and as groups or teams.

9. Breaches of the policy

Breaches of this policy will be dealt with in the same way that breaches of other school policies are dealt with, as determined by the headteacher and governing body.

10. Monitoring and evaluation

Progress for all pupil groups are closely monitored termly and support is targeted to ensure that no pupil is disadvantaged.

The behaviour policy ensures that all pupils are treated equally and identifies any issues related to prejudiced is identified and addressed through mentoring and teaching through the schools PSHE program of pupils is monitored all pupils.

The School Development plan identifies areas for development to promote equality for all.

The equality policy is reviewed every 3 years.

Date of Last review: Spring 2022

Action Plan Equality Policy

2021- 2022

Objectives	Action	Time/completed
<p>To challenge racial inequalities and oppressive racial norms and assumptions.</p> <p>To ensure that through our ethos 'Value all God's Children' we promote equity for all, Ensuring that the protected characteristics: Race gender, sex, sexuality disability, class, religion or belief are treated with respect and dignity understood and valued.</p> <p>Explore the UN convention on the rights of the child. For pupils to understand their rights and stand up for themselves and for others.</p>	<p>Staff training using the anti-racism charter Conduct a school community audit through questionnaire.</p> <p>Enhance the curriculum to;</p> <ul style="list-style-type: none"> • Challenge unconscious bias and the normalisation of racism , • Explicit teaching opportunities to explore racism and what this means and looks like. <p>Training for staff awareness and use of language. Conduct a school community audit through questionnaires.</p> <p>All staff have characteristics that are unique to them, ensure that resources used across all areas of the curriculum reflect our community and the wider community local, national and international.</p> <p>Through CW and explicit PSHE and P4C lessons explore the life of children who have changed the world. Using examples of children around the world that have stood up for their rights.</p> <p>Link the rights of the child values to The St Anne's Christian Values.</p>	