

Litton Church of England Primary School



Equality Statement Policy

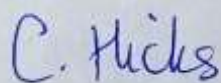
Date Reviewed: 15/05/2023

Date Approved: 03/07/2023

Approved by: 03/07/2023

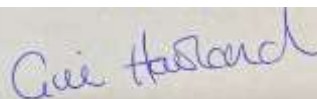
Version: 3

Signed:



Mrs Caroline Hicks

Headteacher



Mrs Gill Howland

Chair of Governors

Review date	By whom	Summary of changes made	Date implemented
07/02/2020	B.Hanley	First copy of current statement	30/11/2020
30/11/2020	B.Hanley	Reviewed and amended	01/12/2021
15/05/2023	C.Hicks	Reviewed and updated policy	03/07/2023

Litton Church of England Primary School has developed this Equality Statement to help us to meet our Public Sector Equality Duty under the Equality Act 2010.

The Equality Act's provisions cover all aspects of school life such as the treatment of:

- pupils and prospective pupils - (All groups are represented in school: • Male and female • Minority ethnic and faith groups • any children whose first language is not English • Looked After children • Children with special educational needs • Children with disabilities • Gifted and talented children)
- parents and carers
- employees
- local community

The Equality Act 2010 has simplified anti-discrimination laws by having a single equality Act. This makes it easier for people to understand and comply with the law. The 2010 Act has also strengthened protection in some situations. The act covers nine protected characteristics, which cannot be used as a reason to treat people unfairly. Every person has one or more of the protected characteristics, so the act protects everyone against unfair treatment.

The protected characteristics are:

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation

The Equality Act makes it unlawful to treat someone differently, either through direct and indirect discrimination, harassment, and victimisation and by failing to make a reasonable adjustment for a disabled person.

This Equality Statement provides a framework for our school to promote equality, inclusion and good community relations, and to tackle prejudice, discrimination and their causes in a holistic and proactive way.

The Act requires public organisations, including schools to comply with the Public Sector Equality Duty and two specific duties:

The Public Sector Equality Duty or general duty requires all public organisations to:

- Eliminate unlawful discrimination, harassment and victimisation and carry out reasonable adjustments in employment and when delivering services.

- Advance equality of opportunity for people who belong to a protected characteristic group.
- Foster good relationships between different groups (who belong to a protected characteristic group and those who do not).

Two 'specific duties.' This requires all public organisations to:

- Publish information to show compliance with the Equality Duty
- Publish equality objectives at least every four years which are specific and measurable

This policy describes how the school is meeting these statutory duties and is in line with national guidance. It includes information about how the school is complying with the Public Sector Equality Duty and also provides guidance to staff and other stakeholders about our approach to promoting equality.

Litton CofE Primary School aims to be an inclusive school, where equality of opportunity is a reality for all our pupils, staff, governors and parents/carers whatever their age, ability, gender, race, religion or socio-economic background. This involves tackling the barriers which could lead to unequal outcomes so that there is equality of access and the diversity within the school community is celebrated and valued. We believe that equality at our school should permeate all aspects of school life and is the responsibility of every member of the school and wider community. Every member of the school community should feel safe, secure, valued and of equal worth.

This policy aims to:

- Offer equal opportunities regardless of race, culture, gender, academic ability, physical ability or class.
- Provide an environment free from social, sexual or cultural prejudice for all members of our school community.
- Achieve an environment in which members of the school community can be respected as individuals and in which varied experiences of the community can enrich the life of the school.

Litton CofE Primary School approach to equality is a key principle for treating all people the same irrespective of their gender, ethnicity, disability, religious beliefs/faith tradition, sexual orientation, age or any other of the protected characteristics (Single Equalities Act 2010).

In fulfilling the legal obligations cited below, we are guided by seven principles:

- 1. All learners are of equal value.** Whether or not they are disabled, whatever their ethnicity, gender and gender identity, religious/non-religious affiliation and whatever their sexual orientation.
- 2. We recognise, respect and value difference.** We take account of differences and strive to remove barriers and disadvantages which people may face, in relation to disability, ethnicity, gender, religion and sexual identity. We believe that diversity should be respected and be a strength.
- 3. We foster positive attitudes and relationships.** We actively promote positive attitudes and mutual respect between groups and communities different from each other.
- 4. We observe good equalities practice for our staff.** We ensure all policies and procedures benefit all employees and potential employees in all aspects of their work, including recruitment and promotion and continuing professional development. For example, whether or not they are

disabled; whatever their ethnicity, culture, religious affiliation, national origin or national status; whatever their gender and sexual identity, and with full respect for legal rights relating to pregnancy and maternity.

4. We foster a shared sense of cohesion and belonging. We want all members of our school community to feel a sense of belonging within the school and wider community and to feel that they are respected and able to participate fully in school life. We want to reduce and remove inequalities and barriers.

6. We have the highest expectations of all our children. We expect that all pupils can make good progress and achieve their highest potential.

7. We work to raise standards for all pupils, but especially for those most vulnerable. We believe that improving the quality of education for the most vulnerable groups of pupils raises standards across the whole school and ensure no child is left behind.

Responsibility

We believe that promoting equality is the whole school's responsibility:

Our Headteacher will:

- ensure that staff, parents/carers and pupils are informed about the Equality Policy
- oversee the effective implementation of the policy
- ensure staff have access to training which helps to implement the policy
- develop partnerships with external agencies regarding the policy so that the school's actions are in line with the best advice available
- monitor the policy and report to the Governing Body on the effectiveness of the policy
- ensure teaching staff are kept up to date with any development affecting the policy or actions arising from it.

Our Governing Body will:

- designate a governor with specific responsibility for the Equality Policy
- ensure that any action plans are monitored through the Education sub-committee
- support the headteacher in implementing any actions necessary
- engage with parents and partner agencies about the policy
- evaluate and review the policy.

Our School Staff will:

- be involved in the on-going development of the policy
- be fully aware of the Equality Policy and how it relates to them
- understand that this is a whole school issue and support the Equality Policy
- make known any queries or training requirements.

Our pupils will:

- understand how it relates to them, appropriate to age and ability
- be expected to act in accordance with the policy.

Our parents/carers will:

- have access to the policy through a range of different media appropriate to their requirements
- be encouraged to actively support the policy
- be encouraged to attend any relevant meetings and activities related to the policy
- be informed of any incident related to this policy which could directly affect their child.

We will ensure that the whole school community is aware of the Equality Statement Policy by publishing them on the school website.

Addressing Prejudice Related Incidents

This 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 fare less well in the education system. We provide both our pupils and staff with an awareness of the impact of prejudice in order to reduce the likelihood of any incidents. If incidents occur we address them immediately and report them to the Local Authority using the online reporting system.

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 Headteacher and governing body.

Monitor and Review

We will review our objectives in relation to any changes in our school profile at least every four years. Our objectives will sit in our overall School Development Plan and therefore will be reviewed as part of this process.

School Context

Our school aims to recognise the uniqueness of each individual pupil. There is a commitment to developing the whole child; to providing high quality education that enables each individual to achieve their full potential academically and socially. We create a stimulating environment, so that pupils develop self-esteem, confidence in their abilities and pride in their work.

Our values are generosity, forgiveness, friendship, courage, compassion, respect which underpin both our school rules and our Christian ethos. Litton CofE Primary school has strong links to the church and community organisations which give our pupils a sense of place and the opportunity to take part in shared celebrations. The school seeks to promote the spiritual, moral, social and cultural development of all learners, to relate this to Christian values and to foster a positive atmosphere of mutual respect and trust in which everyone feels safe and can flourish.

The School Council is an active team raising pupil voice and modelling good citizenship. We have a very supportive Parents' Association, and parents are actively involved in the school on a voluntary basis. This enables parents to be closely engaged with their children's education. We are flourishing Eco-Council who shows care and respect to our school and the local environment.

British Values

“We want every school to promote the basic British Values of democracy, the rule of law, individual liberty, and mutual respect and tolerance for those of different faiths and beliefs.” Lord Nash

A key part of education is to ensure pupils become valuable and fully rounded members of society who treat others with respect and leave school fully prepared for life in modern Britain.

- The Rule of Law
- Democracy
- Individual Liberty
- Mutual Respect
- Tolerance for those of different faiths and beliefs

To do this our children will develop;

- An understanding of how citizens can influence decision making through the democratic process (e.g. democratically voting the School Council)
- An understanding that the freedom to hold other faiths and beliefs is protected in law
- An acceptance that people having different faiths and beliefs to oneself (or having none) should be accepted and tolerated, and should not be the cause of discriminatory behaviour (e.g. through R.E. Collective Worship and RHSE/PHSE).
- An understanding of the importance of identifying and combating discrimination

Litton CofE Primary School is in a small rural village which although not greatly culturally diverse, we are proud to promote and celebrate different backgrounds and beliefs. We recognise the important role that British values can play in education. British values are promoted and integrated throughout the whole curriculum but especially during Collective Worship, Religious Education, PSHE. We aim to clearly reflect these values, and the whole school strives to uphold them. As well as actively promoting British values, we would actively challenge pupils, staff or parents expressing opinions contrary to fundamental British values, including ‘extremist’ views (see Prevent policy).

As a school, we value and celebrate the diverse heritages of everybody at Litton school and its wider community for example, the custom of well-dressing and Wakes Week in June and adding articles to local magazines. We value and celebrate traditions, such as customs at Harvest, Lent, Easter and Christmas linked to our Christian ethos. We also value and celebrate national events and charities such as Red Nose Day, Macmillan Coffee morning, Children in Need, Derbyshire Air Ambulance Service and the Masai people in Kenya. We build on pupil’s cultural capital by providing first hand experiences through educational visits, e.g. visits to the cities of Sheffield and Manchester, Derby Open Centre, Chesterfield, the seaside, Buxton Opera House to watch the pantomime.

Cross referencing of Policies:

Child Protection, Anti-bullying, Keeping Children Safe in Education, SEND and Behaviour Policies are all relevant to this policy. These policies are annually renewed and revised when new guidance and advice is published and shared with staff.