



St. James' Church of England Primary School

**'Building One Faith, One
Family,
Our Future'**

Equality Information, Statement and Objectives

Written by D. Thoebalds – Autumn 2022
Approved by Governors – Autumn 2022

Review Date – Autumn 2026 (Resources Committee)

Foundation, Vision and Intent

St James' Lower Darwen

Church of England Primary School



"Building One Faith, One Family, Our Future."

"We offer a holistic curriculum that champions our community and is aspirational."

PERSONAL DEVELOPMENT

through

ENRICHMENT

THE NATIONAL CURRICULUM

SKATS

FORGIVENESS

COMPASSION

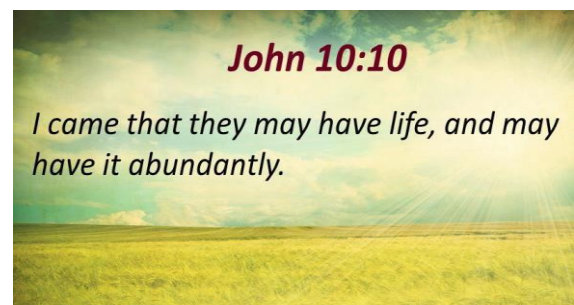
LOVE

TRUTH

JUSTICE

Jeremiah 29:11

John 10:10



We want our children to know that **God has a plan for them** that means **they live their best life possible**.

Each **policy** and procedure within school, alongside the ongoing **curriculum** delivery, our **SKATS** programme, **enrichment** and the **spiritual development** offered to our families through Worship, RE and our links with Church, work towards making this happen.

Aims

The objective of an Equality Policy is to help and support young people through their spiritual, physical, emotional and moral development. Our aim at St. James' is to promote equality in and across our school community through exploring and celebrating all aspects of human experience of the world.

Under the Equality Act 2010, it is unlawful to discriminate against a pupil or prospective pupil by treating them less favourably on the basis of a 'protected characteristic'.

School Statement on Equality

At St. James' we believe everyone is equal and we treat each other with dignity and respect. Our school family 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.

Legal Framework

There are a number of statutory duties that must be met by every school in line with legislation from the Race Relations (Amendment) Act (2000), Disability Equality Duty (2005) and Equality Act (2010).

St. James' Church of England primary School, Lower Darwen is committed to meeting its public sector duties and acknowledges that we have a statutory duty to:

- Eliminate discrimination, harassment and victimisation;
- Promote equality of access and opportunity within our school and within our wider community;
- Promote positive attitudes to difference and good relationships between people with different backgrounds, genders, cultures, faiths, abilities and ethnic origins.

The Leadership Team and Governors of the school regularly review the progress we are making to meet our equality objectives with regard to the protected groups (race, disability, gender, gender reassignment, age, pregnancy and maternity, marital status, sexual orientation, religion and belief and sexual orientation) under the Equality Act (2010).

Guiding principles

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

- to promote cultural development and understanding through a range of experiences both in and beyond school;
- to learn that equality is a key principle for treating all people fairly and creating a society in which everyone has the opportunity to fulfil their potential - irrespective of their gender, ethnicity, disability, religion or belief, sexual orientation, age or any other recognised area of discrimination;
- to raise levels of attainment and progress for all groups of children, ensuring our most vulnerable pupils are supported to reach their full potential.

Links to other Policies

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

- Anti Bullying Policy;
- Assessment Policy;
- Attendance Policy;
- Exclusion Policy;
- Medical Policy and other related policies;
- Positive Behaviour Policy;
- PSHE Policy;
- Safeguarding Children and Child protection Policy;
- Special Educational Needs and Disability Policy.

Sharing 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 and our equality objectives are all available on our school website.

Roles and Responsibilities

The Role of Governors

The governing body:

- has set out its commitment to equal opportunities in this plan and it will continue to do all it can to ensure that the school is fully inclusive to pupils, and responsive to their needs based on protected characteristics;
- seeks to ensure that people are not discriminated against when applying for jobs at our school on grounds of the protected characteristics;
- will take all reasonable steps to ensure that the school environment gives access to people with disabilities, and also strive to make school communications as inclusive as possible for parents, carers and pupils;
- welcomes all applications to join the school, whatever a child's socioeconomic background, race, gender or disability.
- ensures that no child is discriminated against whilst in our school on account of their race, sexual orientation, disability, gender, religion and belief.

The Role of the Headteacher

It is the headteacher's role:

- to implement the school's Equality Plan, supported by the governing body;
- to ensure that all staff are aware of the Equality Plan, and that teachers apply these guidelines fairly in all situations;
- ensures that all appointments panels give due regard to this plan, so that no-one is discriminated against when it comes to employment or training opportunities;
- promotes the principle of equal opportunity when developing the curriculum, and promotes respect for other people and equal opportunities to participate in all aspects of school life;
- treats all incidents of unfair treatment and any incidents of bullying or discrimination, including racist incidents, with due seriousness.

The Role of all Staff

All staff will:

- ensure that all pupils are treated fairly, equally and with respect, and will maintain awareness of the school's Equality Plan;
- strive to provide material that gives positive images based on race, gender and disability, and challenges stereotypical images;
- challenge any incidents of prejudice, racism or homophobia, and record any serious incidents, drawing them to the attention of the headteacher. • Teachers support the work of ancillary or support staff and encourage them to intervene in a positive way against any discriminatory incidents.

The Role of Parents and Carers

They will:

- be respectful of the schools Equality plan;
- contact the head teacher should an incident or unfair treatment occur towards people with protected characteristics;
- support staff challenging any incidents of prejudice, racism or homophobia.

Monitoring the Policy

The Headteacher will be responsible for the implementation of the policy, after it has been agreed by the school governors. As a statutory policy, it will be reviewed on a four-year cycle, unless legislation means that changes to procedure and policy are needed.