



St Andrew's CE VC Primary School

A church school that learns, grows and achieves together

"Train up a child in the way he should go,
and when he is old he will not depart from it"
Proverbs 22:6

Equality & Disability Policy

Signed (Chair)	Name Anthony Parker	Date
Signed (Head)	Name Graham Pike	Date
Ratified by Governing Body on		Next Review

Equality Impact Assessment (EqIA)

This policy has been assessed with regard to its impact on equalities issues. The equality impact assessment has been conducted by the relevant Governors' sub-committee and focused on race, gender, disability, age, sexual orientation, gender identity and religion/belief. Community Cohesion has also formed part of the impact assessment work in order to ensure respect for diversity, alongside a commitment to common and shared bonds.

EqIA outcomes

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The assessment found no areas of potential negative impact and actions resulting in positive impact are in place.

St Andrew's CE VC Primary School

Equality & Disability Policy

Introduction

This policy is intended to help ensure that this school provides equality of opportunity and values diversity in order to promote the highest possible standards of achievement for each and every child.

It is designed to comply with the Equality Act 2010. This act makes it unlawful to discriminate on the grounds of age, disability, gender reassignment, marital status, pregnancy / maternity, race, religion / belief, sex or sexual orientation.

The school also endorses equality across other differentiating characteristics such as language, attainment and social background.

This applies to all members of the school community, including pupils, staff, governors, parents / carers and other stakeholders.

Aims and Objectives

- We do not discriminate against anyone, be they pupil, staff or parent / carer, on the grounds of age, disability, gender reassignment, marital status, pregnancy / maternity, race, religion / belief, sex or sexual orientation.
- We promote the principal of fairness and justice for all through the education that we provide in our school. We recognise that doing this may entail treating some pupils differently.
- We seek to ensure that all pupils have equal access to the full range of educational opportunities provided by the school.
- We strive to remove any forms of indirect discrimination that may form barriers to learning for some groups.
- We ensure that all recruitment, employment, promotion and training systems are fair to all and provide opportunities for everyone.
- We challenge personal prejudice and stereotypes whenever they occur.
- We value each individual, celebrate cultural diversity and show respect for all minority groups.
- We promote positive attitudes to all and encourage participation by all, taking account of individuals' specific needs.

Age

It is accepted and legal to treat pupils differently because of their age and this is primarily reflected in the allocation of children to classes according to their age. Within those constraints, the school aims to tailor the education of each child according to their individual abilities and specific needs as far as is reasonably practical.

Age shall not be used as a deciding factor in the employment or career development of staff or the appointment of governors.

The school seeks to embrace the diversity of experience that can be offered by people from different ages and aims to teach the children to respect people of any age.

Disability

The school is committed to ensuring equality for any disabled pupils, staff, governors, parents/carers or members of the public who may use the school.

Wherever possible, reasonable adjustments shall be made to ensure access to the school and involvement in school activities are not inhibited by a person's disability.

In the event of the school having pupils with disabilities, teachers will modify the teaching and learning as appropriate and formal tracking will be used to monitor the disabled pupils' achievements, along with discussions with parents/carers and staff.

Gender Reassignment, Marital Status, Pregnancy and Maternity

While it is unlikely that these protected characteristics will be directly relevant to primary school aged children, it should be noted that it is also unlawful to discriminate because of the protected characteristic of another person with whom the pupil is associated (e.g. siblings or parents).

The school will educate pupils through its Relationship Sex Health Education/ Personal, Social, Health education programmes.

The school will comply with the legal requirements and Local Authority guidelines in relation to pregnancy and maternity leave.

These protected characteristics shall not be used as a deciding factor in the employment or career development of staff or the appointment of governors.

Race, Religion and Belief

The school provides an education for all, acknowledging that the society within which we live is enriched by the ethnic diversity, culture and faith of its citizens.

The school strives to ensure that the culture and ethos of the school are such that whatever the heritage and origins of members of the school community, everyone is equally valued and treats one another with respect.

We will not tolerate any form of racism or racist behaviour. Should a racist incident occur, it will be dealt with in accordance with the Local Authority procedures.

As a Church of England school, the Christian faith and values are actively promoted. However, the school also enables pupils and staff to celebrate festivals and other events relevant to their particular faith and encourages all pupils to understand these.

Sex and Sexual Orientation

The school is committed to ensuring all individuals and groups of pupils make the best possible progress in their education irrespective of their gender.

In addition, it is unlawful to discriminate because of the protected characteristic of another person with whom the pupil is associated (e.g. siblings or parents).

Roles & responsibilities

Governors

In this policy statement the governing body has set out its commitment to equality and it will continue to do all it can to ensure that all members of the school community are treated fairly and equally.

Wherever possible, the governing body will analyse school data in a manner which allows assessment against differentiating characteristics in order to ensure equality and that no group of pupils is underachieving.

The governing body shall ensure that there is equality of opportunity for people applying for jobs at our school.

The governing body will ensure that the Head Teacher and staff are aware of and comply with this policy and all relevant equalities legislation.

Headteacher

The Headteacher shall be responsible for implementing this policy.

The Headteacher shall promote the principle of equal opportunity when developing the curriculum and in providing opportunities for staff development and training.

The Headteacher shall ensure that all appointment panels give due regard to this policy.

The headteacher will ensure that all staff are aware of and comply with this policy and all relevant equalities legislation.

The headteacher shall report any incident involving unfair / unlawful discrimination or prejudice to the governing body and if necessary the Local Authority and the Diocese.

Staff

All members of staff shall ensure that all pupils are treated equally, fairly and with respect.

Teaching staff shall ensure that their lessons correctly implement the curriculum and promote the positive aspects of equality and diversity.

All members of staff shall be aware of and comply with this policy and relevant equalities legislation.

Staff shall record and report any incident involving unfair / unlawful discrimination or prejudice to the Head Teacher.

Monitoring and Review

This policy shall be reviewed every three years to ensure that it complies with the up to date government legislation and monitored to ensure its effectiveness at promoting equality and valuing diversity in every aspect of school life.