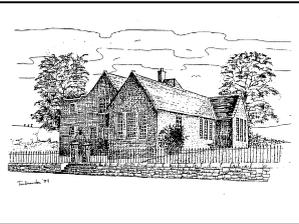


## Name of Policy

### Combe St Nicholas C of E VA Primary School

Name of Policy	Equality Policy	
Approved by GB - Date	9 <sup>th</sup> October 2018	
Next Review Date	8 <sup>th</sup> October 2021	
Committee Responsible	Full Governing Body	

**This policy should be taken as part of the overall strategy of the school and operated within the context of our vision, aims and values as a Church of England School.**

**"That they may have life, life in all its fullness"**

**John: Chapter 10 Verse 10**

### **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, socio-economic 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, bi-phobic and trans-phobic bullying 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 principle:

"That they may have life, life in all its fullness" John: Chapter 10 Verse 10

#### **3. Development of the Policy**

Both Staff and the School's Ethos Group

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### **4. Links to other policies and 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 by:

- Opposing prejudice and prejudice related bullying, taking account of equality with regards to the way the school provides facilities and services, taking account of equality with regards to attendance policies, actively promoting equality and diversity and creating an environment of dignity and respect

#### **To advance equality of opportunity between different groups**

We meet our legal duty and live out our guiding principles listed above by:

- Being alert to the potential impact of any negative, prejudicial language or behaviour on particular pupils and groups of pupils

#### **To foster good relations**

We meet our legal duty and live out our guiding principles listed above by:

- Respecting diversity and equality, challenging discrimination and prejudice and listening to and treating others with dignity and respect

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### **Other ways we address equality issues**

- Addressing equality issues, maintaining records of training relating to equalities and inclusion. Reviewing school policies in relation to equalities regularly

### **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 web-site.

### **7. Roles and responsibilities**

- The governing body ensures that the policy is upheld
- The Head-teacher and senior leadership team are responsible for the day to day implementation of the policy
- Teaching and support staff adhere to the policy when working with children
- Pupils are taught the principles that inform the policy
- Parents and carers have been consulted on the policy and should ensure that pupils adhere to the principles
- Visitors are expected to adhere to the principles

### **8. Staff development and training**

We ensure that all staff, including support staff, receives 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 Head-teacher and governing body.

### **10. Monitoring and evaluation**

The Head-teacher reports to the governing body at FGB meetings.