

The Wolds Federation Equality Policy



Our Christian Vision is as follows:

Our Christian Vision is that our children will be agents for change in their own lives, in their local community and in their global community.

“The child Jesus grew and became strong; he was full of wisdom gaining favour with God and with people. “ Luke 2:54

Our motto **Love, Laugh, Live, Learn** is our motto which is deeply rooted in scripture and how we express our vision.

Love, we are a caring, compassionate community that welcomes everyone

A new commandment I give to you, that you love one another: just as I have loved you. John 13:34

Laugh we strive to be a place of joy for all.

Then was our mouth filled with laughter, and our tongue with shouts of joy. Psalm 126:2

Live we live life to the full, preparing children for all life has to offer

I have come that they might have life, and have it to the full. John 10:10

Learn we are a learning community, developing lifelong learners, a place where the whole child is nurtured to grow in God's love.

The child Jesus grew and became strong; he was full of wisdom gaining favour with God and people. Luke 2:54

The Christian Values of the School are:

Love

"You shall love your neighbour as yourself"
John 4:8

Courage

"Be strong and courageous. Do not be frightened, and do not be dismayed, for the Lord your God is with you wherever you go."
Joshua 1:9

Thankfulness

"Giving thanks always and everywhere and for everything to God the Father in the name of our Lord Jesus Christ"
Ephesians 5:20

Forgiveness

"And forgive us our sins, as we have forgiven those who sin against us"
Matthew 6:12

Honesty

"You shall not bear false witness against your neighbour"
Exodus 20:16

Responsibility

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

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, 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:

- To create within our schools, an environment which is happy, caring and safe for all.
- To promote effective learning and teaching which provides the opportunity for everyone to achieve their best.
- To support the promotion of every pupils' spiritual, moral, social and cultural development in accordance with our Christian ethos, through example and practice.
- To recognise and celebrate the achievements of everyone within our school community
- To promote schools within our federation as an integral part of their local community
- To create a community in which everyone feels welcome to share in the life and learning of our schools.

3. Development of the policy

This policy was developed by the Executive Head teacher and took careful account of the previous policy. It has been updated in line with the document Valuing All God's Children. It was shared with all staff and governors.

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 act at all times eliminate discrimination, harassment and victimisation**
- We have clear policies which take account of different groups and their possible varying needs. We have a clear anti bullying policy and behaviour policy.
- **To advance equality of opportunity between different groups**
- All children have full access to a broad and balanced curriculum. We do not stop any child from taking part in any event regardless of their ability. All activities are differentiated appropriately so all can take part.
- **To foster good relations**
We teach child to listen to each other, agree well but also disagree well. Children are taught through PHSE and the RE curriculum that there is a wide variety of world views and opinions. The children take part in making decisions through the school council. The children in KS2 take part in a trip to Parliament to understand about democracy. In this way the children are well prepared for life in a Modern Britain.
- **That our policies and procedures ensure that no pupil is disadvantaged to part in any activity.**
Our charging and remissions policy ensures that no child misses out on any activities or trip due to cost.
- **We work with a variety of outside agencies to ensure that children have the full access to education and to support wherever they needed.**
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We meet our legal duty and live out our guiding principles listed above by:

Our every day practice in teaching and learning

We aim to provide all our pupils with the opportunity to succeed, and to reach the highest level of personal achievement. To do this we:

- a. Use contextual data to improve the ways in which we provide support to individuals and groups of pupils.
- b. Monitor achievement data by ethnicity, gender and disability and action any gaps.
- c. Take account of the achievement of all pupils when planning for future learning and setting challenging targets
- d. Ensure equality of access for all pupils and prepare them for life in a diverse society
- e. Use materials that reflect the diversity of the school, population and the local community terms of disability, gender identity, race, religion, sex and sexual orientation.
- f. Promote attitudes and values that will challenge racist and other discriminatory behaviour or prejudice
- g. Provide opportunities for pupils to appreciate their own culture and celebrate the diversity of other cultures
- h. Seek to involve all parents in their child's education
- i. Encouraging classroom and staffroom discussion of equality issues which reflect on social stereotypes, expectations and the impact on learning
- j. Including teaching and classroom based approaches appropriate for the whole school population which are inclusive and reflective of pupils needs.

Admissions and exclusions

Our admissions arrangements are fair and transparent and do not discriminate on race, disability, socio economic factors, gender identity, sex or religion

Exclusions will always be based on the school's behaviour policy. We will closely monitor any exclusions to avoid any potential adverse impact and ensure any discrepancies are identified and dealt with.

Equal opportunities for staff

We are committed to the implementation of equal opportunities principles and the monitoring and active promotion of equality in all aspects of staffing and employment.

All staff appointments and promotions are made on the basis of merit and ability and in compliance with the law. However, we are concerned to ensure that wherever possible that the staffing of the school reflects the diversity of our communities.

Employer duties

As an employer we need to ensure that we eliminate discrimination and harassment in our employment practice and actively promote equality across all groups in our workforce.

Equality aspects such as gender, race, disability, sexual orientation and gender re assignment and faith or religion are considered when appointing staff and particularly when re-evaluating staffing structures, to ensure decisions are free of discrimination.

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.

7. Roles and responsibilities

The governing body

- 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 race, gender and disability, religion or faith, gender or sexual orientation
- They will seek to ensure that people are not discriminated against when applying for jobs at our schools on grounds of race, gender, disability, religion or faith, gender or sexual orientation
- The governors take all reasonable steps to ensure that the school environment gives access to people with disabilities, and also to strive to make school communications as inclusive as possible for parents, carers and pupils.
- The governors welcome applications to join the school, whatever a child's socio-economic background, race, gender or disability.

The head teacher and senior leadership team

- It is the Executive Head Teacher's (EHT) responsibility to implement the school's equality plan, and is supported by the governing body to do so,
 - It is the EHT role to ensure that all staff are aware of the equality plan and that the teachers apply these guidelines fairly in all situations.
 - That the EHT ensures that all appointment panels give due regard to this plan so that no one is discriminated against when it comes to employment or to training opportunities
 - The EHT 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.
 - The EHT treats all incidences of unfair treatment and any incidences of bullying or discrimination with due seriousness.

- **Teaching and support staff**

- All staff should be aware of the equality plan and ensure that they apply the guidelines in all their interactions with children and adults.
- Support pupils at an age appropriate level to interact with each other in a positive manner

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- **Pupils**

- The pupils should treat all members of the school community with dignity and respect.
- Any incidences of inappropriate use of language or discriminatory behaviour will be logged and dealt with according to the nature of the incidence.

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 Executive head teacher and governing body.