

Title:

Woodcocks' Well CE PS Equality Policy

CONTENTS

1	Equality and Diversity Statement	
2	Legal Duties	
3	Our Ethos / Mission	
4	Responsibility	

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1. Equality and Diversity Statement

Monitor and Review

Every three years, we will review our objectives in relation to any changes in our school profile. Our objectives will sit in our overall school improvement plan and therefore will be reviewed as part of this process.

2. Legal Duties

As a school we welcome our duties under the Equality Act 2010. The general duties are to:

- Eliminate discrimination,
- Advance equality of opportunity
- Foster good relations

We understand the principal of the act and the work needed to ensure that those with protected characteristics are not discriminated against and are given equality of opportunity.

A protected characteristic under the act covers the groups listed below:

- Age (for employees only)
- Disability
- Race (includes ethnic or national origins, colour or nationality)
- Gender (including issues of transgender)
- Gender reassignment
- Maternity and pregnancy
- Religion and belief (includes lack of belief)
- Sexual identity
- Marriage and Civil Partnership (for employees)

In order to meet our general duties, listed above, the law requires us to do some specific duties to demonstrate how we meet the general duties. These are to:

- Publish equality information – to demonstrate compliance with the general duty across its functions

We will not publish any information that can specifically identify any child

- Prepare and publish equality objectives

To do this we will collect data related to the protected characteristics above and analyse this data to determine our focus for our equality objectives. The data will be assessed across our core provisions as a school. This will include the following functions:

- Admissions
- Attendance
- Attainment
- Exclusions
- Prejudice related incidents

Our objectives will detail how we will ensure equality is applied to the services listed above however where we find evidence that other functions have a significant impact on any particular group we will include work in this area.

We also 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.

In fulfilling our legal obligations we will:

- Recognise and respect diversity
- Foster positive attitudes and relationships, and a shared sense of belonging
- Observe good equalities practice, including staff recruitment, retention and development
- Aim to reduce and remove existing inequalities and barriers
- Consult and involve widely
- Strive to ensure that society will benefit

3. Our Ethos/Mission

School Mission Statement

“In Our School There Is A World Of Wonder”

In our church school we are committed to ensuring that children feel safe, secure and happy in a climate of trust so that they learn to love themselves and understand and respect the views and needs of others.

We promise to provide a creative and nurturing environment in which children are encouraged to aspire to always do their best.

School Aims

- to develop a distinctive Christian ethos which underpins the schools principles and values promoting a caring and friendly atmosphere in which every one has a voice and is valued and respected.
- to cater for all children and their varying needs, providing support and encouragement to enable all children to meet their full potential
- to promote a positive learning environment and develop in pupils lively, enquiring minds which

embraces the values of life long learning

- to set high expectations in every area of achievement and offer challenging, engaging lessons for all, realising and nurturing talent in all areas
- to ensure that the curriculum is colourful, broad, balanced and fun, offering cross-curricular features enabling children to develop key skills in all subjects
- to draw close links with the Pre-School to enhance learning opportunities and ensure a smooth transition through the Foundation Stage.
- to work together to create a colourful school which takes pride in its appearance and in celebrating childrens' work
- to provide extended services which enhance learning within the community and which match the needs of children, their families and other stakeholders.
- To foster attitudes which instil self-confidence in pupils, create in them a sense of personal excellence and help them acquire knowledge and skills relevant to life and work in a fast changing world
- To help pupils to develop personal, spiritual and moral values and an understanding of religion and beliefs, a tolerance of others and their ways of life.
- To help pupils to understand the world in which they live and the interdependence of individuals, groups and nations
- To promote a positive partnership between governors and staff and to encourage parental involvement in the education of the children.
- To promote global, environmental awareness and to work together to develop and maintain our very own Eco School.
 - To carry out School Self Evaluation, closely monitoring standards and progress, involving all stakeholders.
 - To develop and enrich our childrens' spirituality through daily worship and prayer
 - To give children the opportunity to explore their faith through our very own Bible Club

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 fair less well in the education system. We provide both our pupils and staff with an awareness of the impact of prejudice in order to prevent any incidents. If incidents still occur we address them immediately and report them to the Local Authority using their guidance material. The Local Authority may provide some support.

4. Responsibility

We believe that promoting Equality is the whole schools responsibility:

School Community	Responsibility
Governing Body	Involving and engaging the whole school community in identifying and understanding equality barriers and in the setting of objectives to address these.

School Community	Responsibility
Head teacher /Principal	As above including: Promoting key messages to staff, parents and pupils about equality and what is expected of them and can be expected from the school in carrying out its day to day duties. Ensure that staff have appropriate skills to deliver equality, including pupil awareness. Ensure that all staff are aware of their responsibility to record and report prejudice related incidents.
Senior Management Team	To support the Head / Principal as above Ensure fair treatment and access to services and opportunities. Ensure that all staff are aware of their responsibility to record and report prejudice related incidents.
Teaching Staff	Help in delivering the right outcomes for pupils. Uphold the commitment made to pupils and parents/carers on how they can be expected to be treated. Design and deliver an inclusive curriculum Ensure that you are aware of your responsibility to record and report prejudice related incidents.
Non Teaching Staff	Support the school and the governing body in delivering a fair and equitable service to all stakeholders Uphold the commitment made by the head teacher/principal on how pupils and parents/carers can be expected to be treated Support colleagues within the school community Ensure that you are aware of your responsibility to record and report prejudice related incidents
Parents	Take an active part in identifying barriers for the school community and in informing the governing body of actions that can be taken to eradicate these Take an active role in supporting and challenging the school to achieve the commitment given to the school community in tackling inequality and achieving equality of opportunity for all.
Pupils	Supporting the school to achieve the commitment made to tackling inequality. Uphold the commitment made by the head teacher on how pupils and parents/carers, staff and the wider school community can be expected to be treated.
Local Community Members	Take an active part in identifying barriers for the school community and in informing the governing body of actions that can be taken to eradicate these Take an active role in supporting and challenging the school to achieve the commitment made to the school community in tackling inequality and achieving equality of opportunity for all.

We will ensure that the whole school community is aware of the Single Equality Policy and our published equality information and equality objectives by publishing them on *the school website, referenced in a newsletter, referenced in the Head Teacher's Report and minutes of the Governing Body meeting.*

Complaints

Complaints with regard to this policy will be dealt with via the schools complaints procedure, a copy of which is available from the school office.