

Bishop Wilson CE and Christ Church CE Primary Schools Federation Policy

Equality Policy & Objectives



Bishop Wilson CE Primary School	Christ Church CE Primary School
'The joy of the Lord is your strength' Nehemiah 8:10 'We work, we play we care, we pray' The joy of the Lord and our Christian values help us to flourish in school and in our community as communicators, explorers, readers and believers	'Your word is a lamp to my feet and a light to my path' Psalm 119 Within God's family we nurture, teach and support each other, opening doors for all. Our Christian values help us to flourish in school and in our community as beacons radiating the light of Jesus in all that we do. 'Learn, play, care, pray in Jesus' name'

Joint vision – A journey of learning for all, within God's guiding hands.

Life is a wonderful journey of learning. Our schools nurture all individuality and growth through a supportive and caring family. Everyone brings something special to our schools. Using our Christian values, we aim to nurture what they have brought, encourage it to transform and watch it flourish within our community and beyond.

DATE POLICY APPROVAL:

SIGNED:-

In this policy read 'headteacher' as Executive Headteacher (the EHT may delegate some of these roles to the Head of Schools)

Equality Policy & Objectives

At The Bishop Wilson and Christ Church Federation the spiritual, moral and cultural development of all our children is paramount. We believe that the most important function of the school is to maintain an environment in which every member of the school is able to achieve success and self-fulfilment.

There must be a total consistency of expectation that everyone (irrespective of gender, ethnicity, religion or culture) should feel safe and secure; have empathy for all others and place a high value upon individual achievement and personal development.

Section 1: Legal Framework

The equality Act (2010) is a legal framework to protect the rights of the individual from unfair treatment and promotes equality of opportunity for all in order to establish a fair and more equal society.

The Public Sector Equality Duty (2011) with the Act covers the following protected characteristics; age, disability, gender and gender reassignment, pregnancy and maternity, ethnicity, religion and belief, sexual orientation and sexual identify, marriage and civil partnership.

The Education and Inspections Act (2006) also highlights our duty as a school to contribute to the development of cohesive communities both within our school's physical boundaries and within our local, national and global environments.

Our school also embraces the duties set out 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 which promote working together with others to improve children's educational and wellbeing outcomes.

Section 2: The Bishop Wilson and Christ Church Federation School Values

At The Bishop Wilson and Christ Church Federation we seek to embed equality of access, opportunity and outcomes to all members of our school community, within all aspects of school life. As a school, we are guided by our Christian values and consider the following:

- Shared humanity – identifying commonality and shared values, aspirations and needs, valuing fundamental similarities and universality.
- Valuing difference and diversity – appreciating the richness within our differences and promote understanding and celebration of them.

- Social cohesion – creating positive attitudes and relationships between all groups of people within our school and our local community.
- Equality – eliminating discrimination, harassment and victimisation by promoting that all members of our school community have equal value.
- Personal and cultural identity – providing opportunities to explore and value the complexities of our personal and cultural identities, as well as consulting people and involving all.
- Fairness and Social Justice – reducing and removing inequalities that exist in society through staff recruitment, retention and development as well as individuality and collectively promoting a more equitable society.

Section 3: Guiding Principles

a) Eliminating discrimination within The Bishop Wilson and Christ Church Federation.

The following actions are undertaken to eliminate any form of discrimination and prohibited conduct amongst the whole school community for the protection of its pupils and staff.

- school policies are written ensuring equality of the pupils and staff within the school and this is clearly shown within the whole school values shown within these key documents, with the exception of the Admissions Policy, which does contain a hierarchical criterion.
- our school drivers CERB – Communicators, Explorers, Readers and Believers, which underpins the whole school philosophy and curriculum, this is shared with all stakeholders and taught within the school, promotes the key messages of equality, individuality and eliminating any form of prejudice
- With the review of the Equality Statement, each member of staff is reminded of their responsibilities and any changes are shared within staff meetings.
- All staff appointments and promotions are made on the basis of merit and ability.
- Most staff undertaking recruitment at the schools, have undertaken Safer Recruitment Training to ensure equality in the appointment of new members of staff adhering to recruitment and the selection processes are fair and in line with statutory duties
- Ensuring all members of staff within school receive annual appraisal reviews and that training and development opportunities (CPD) are available to all staff, subject to budget constraints

- Admission arrangements follow the Admissions Policy hierarchical criterion and pupils are treated fairly and the admissions criteria and process is transparent. School does not discriminate on ethnicity, gender, disability or socio-economic factors.

b) Advancing Equality of Opportunity

Our school believes that it is important to ensure we have a shared view of advancing equality of opportunity between people who share protected characteristics as well as those that do not share it. We undertake this in the following ways:

- Equality objectives are written to provide clear vision and focused action to reduce inequality and provide specific support to individuals and groups of pupils.
- Behavioural incidents, including bullying and racist incidents are recorded on the schools tracking system (CPOMS) with the actions undertaken also recorded. These are analysed by a key member of staff in order to look for trends and patterns in order to ensure all children have the same opportunities of feeling safe, welcome and happy within school
- PSHE (Personal Social Health Education), RE and No Outsiders, regularly address ideas of equality through tolerance, friendship and sharing an understanding of a range of religions or cultures
- A wide-ranging enrichment programme supporting the curriculum, including visits and clubs that are open to all children, making reasonable adjustments where necessary. Worship within the school and pupils sharing things within class give opportunities for pupils to appreciate their own culture and celebrate the diversity of other cultures.

c) Engagement and Fostering Good Relations

Within our school values, engagement with all stakeholders is seen as fundamental and we pride ourselves on our engagement with the local community, especially those affected by the decisions we make as a school.

- We engage with a range of groups and individuals to ensure that the group of staff and governors that approve the policy, represent the community in which we live
- Local community links and events are frequently placed throughout the school's calendar and are open to all, in order to foster good relationships and engage with members of the community.

Section 4: Equality Objective

Our equality objectives are written for four academic years. However, we will constantly review them and we will report annually on our progress towards achieving them.

Section 5: Addressing Prejudice and Prejudice-Related Bullying

The school is opposed to all forms of prejudice which stand in the way of fulfilling our legal duties as detailed in the Equality Act. This includes:

- Prejudices around disabilities and special educational needs
- Prejudices around racism and xenophobia, including those directed towards religious groups and communities and those that are directed against travellers, migrants, refugees and people seeking asylum
- Prejudices reflecting sexism and homophobia We address the experience, understanding and needs of the victim, perpetrator, bystanders and the wider school community through our actions and responses to the above.

We keep a record of all prejudice-related incidents and, if requested, provide a report to the Local Authority about the number, type and seriousness of such incidents and how they have been dealt with in school.

Section 6: Roles and Responsibilities

a) The Role of the Governors

- The Governing Body is responsible for ensuring that the schools comply with legislation and this statement and its related procedures are implemented
- 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 schools are fully inclusive to pupils and staff
- The Governing Body seeks to ensure that that people are not discriminated against when applying for jobs at our school
- The Governors take all reasonable steps to ensure that the school environments give access to people with disabilities and strive to ensure school communication is as inclusive as possible for all stakeholders
- The Governors welcome all applications to join the school regardless of the child's socioeconomic background, ethnicity, gender or disability.

b) The Role of the Headteacher

- The Headteacher is responsible for implementing the policy and ensuring that all staff are aware of their responsibilities
- The Headteacher ensures that all appointment panels give due regard to the plan so no one is discriminated when it comes to employment or training

- The Headteacher treats all incidents of unfair treatment and any incidents of bullying or discrimination, including racist incidents with due seriousness
- The Headteacher promotes the principle of equal opportunity when developing the curriculum and participation in school life

c) The Role of all Staff

- All staff will promote an inclusive and collaborative ethos within their classroom and ensure all children are treated fairly
- All staff will strive to provide a curriculum and material that gives positive images based on ethnicity, gender and disability as well as challenging any stereotypes
- All staff will challenge any incidents of prejudice, racism and homophobia and record the incidents drawing them to the attention of the Senior Leadership Team
- All staff will keep up to date with equalities legislation relevant to their work

7: Staff Development and Training

We ensure that all staff, including support and administrative staff, receive appropriate training and opportunities for professional development, both as individuals and as groups or teams.

Section 8: Monitoring and Review In line with legal requirements.

This Equality Statement will be reviewed annually and any adaptations presented to the Governing Body. It will then be shared via the schools' websites and during staff meetings.

Section 9: Dealing with Complaints At The Bishop Wilson and Christ Church Federation,

we endeavour to get it right as we unashamedly put the needs of the pupils and staff first. Our staff have also earned a reputation for being very approachable and good listeners. The Bishop Wilson and Christ Church Federation parents are positively encouraged to come into school to talk about any aspect of their child's education. Initial contact is usually made through the child's class teacher, and in the vast majority of cases, concerns or anxieties are usually resolved at this stage. However, if this fails and a parent wishes to make a formal complaint, the Governing Body has published guidelines for parents, detailing the necessary stages in the Complaint's Policy.

Section 10: Safeguarding at The Bishop Wilson and Christ Church Federation

Safeguarding and child protection is paramount and we believe that students have the right to learn in a supportive, caring environment which includes the right to protection from all types of abuse; where staff are vigilant for signs of any student in distress and

are confident about applying the processes to avert and alleviate any such problems. If any behaviour is a concern, The Bishop Wilson and Christ Church Federation procedures and processes will be followed at all times in accordance with the Safeguarding and Child Protection Policy. Any concerns will be referred to the Child Protection Designated Safeguarding Leads.

The Bishop Wilson and Christ Church Federation Equality Objectives 2024 – 2025

At The Bishop Wilson and Christ Church Federation the spiritual, social, moral and cultural development of all our children is paramount. We believe that the most important function of the school is to maintain an environment in which every member of the school is able to achieve success and self-fulfilment. There must be consistency of expectation that everyone (irrespective of gender, ethnicity, religion or culture) should feel safe and secure; have empathy for all others and place a high value upon individual achievement and personal development.

To achieve this, our equality objectives are as follows:

- To promote spiritual, moral, social and cultural development and understanding through rich experiences, both in and beyond the school.
- To reduce prejudice and increase understanding of equality through direct teaching across the curriculum.
- To ensure that all pupils are given similar opportunities with regards to after-school clubs and enrichment activities.
- Diminish the difference in attainment between those children considered to be 'disadvantaged' and those who are not.
- To allow equal access to information for all parents.
- To ensure the school environment is accessible to all pupils, staff and visitors.

Review Date: