

St James' Church of England Junior School

**Developing the love of life and learning in a
caring Christian community**



EQUALITY POLICY, INCORPORATING THE PUBLIC SECTOR EQUALITY DUTY

September 2022

Review Cycle: Every 3 years
Next Review due: September 2025

1. Introduction

St James' C of E Junior School aims to be a happy, safe and welcoming environment where all can achieve success irrespective of age, disability, ethnicity, faith, gender or sexuality. The school is committed to the promotion of equal opportunities for all members of the school community.

2. Aims and Objectives

- To create a harmonious, happy school where everyone, both pupils and adults, feel welcomed and valued.
- Maintain and promote a working partnership between the school, parents and community, which fosters respect, honesty, truth, co-operation and tolerance.
- Help the children understand the world in which they live, have mutual respect for the values of others and work together as a team.
- To ensure that everyone, whatever their needs and capabilities, is included and catered for.
- To value each individual and recognise and respond to the needs of all children.

3. Equality Definition

Equality is about fairness and equality of opportunity and advancing equality of opportunity involves treating people differently. Some people may need extra help or adjustments to be part of the school community; this includes teachers, administration, cleaning or catering staff employed at the school as well as pupils/ students, parents and school governors.

Relating to the Equality Act (2010) there are nine 'protected characteristics' these are age; disability, gender reassignment [transgender], marriage / civil partnership, pregnancy / maternity, race, religion and belief (and having no belief), sex (gender) and sexual orientation.

Under the general duty schools must exercise 'due regard' in respect of each of the eight protected characteristics (excluding marriage and civil partnership) to:-

- Eliminate unlawful discrimination and harassment
- Advance equality of opportunity
- Foster good relations between different groups

4. Diversity Definition

Diversity is about valuing people as individuals and learning from our differences. Our differences can be visible and non-visible. Promoting diversity, we can meet different needs creatively to ensure opportunities are available to all and potential is fulfilled. Promoting a diversity friendly school culture, we are able to meet our school's aims and objectives more efficiently. Culture is about the way we behave towards one another – school governors, all employees in the school, parents, pupils and the whole school community. It is about how we treat one another and respect our differences. Promoting diversity and a diversity friendly culture helps to create a more productive school community.

5. Purpose and Scope of the Policy

This policy sets out St James' Junior School's commitment to promoting equality and diversity. We do this by:

- Making appropriate changes to teaching resources.
- Accessing Local Authority Services e.g. Ethnic Minority and Traveller Advisory, EAL Support and ICT workshops.
- Supporting children's emotional needs through play therapy, drawing, and talking therapy.
- Providing a curriculum, which promotes positive understanding of different characteristics, recognises the contribution that individuals and groups with protected characteristics make to society, and challenges stereotyping and discrimination.
- Monitoring and reviewing of this policy, will take place every 4 years and will be made accessible through the school website or will be made available in an alternative format as requested.

The policy applies to:

- School Governors
- Staff
- Parents
- Pupils (as appropriate)
- Visitors to the school
- Multiagency Professionals
- Contractors

6. How we conduct equality impact assessment

The school's self-evaluation process ensures the monitoring of the potential impact of school practice in terms of:

- Ethnicity
- Religion or belief
- Socio-economic background
- Gender & gender identity
- Disability
- Sexual orientation
- Age
- And other protected characteristics.

We regularly review key policies, functions and procedures relevant to meeting the duties related to the above. The school's self-evaluation process takes into account the views of its stakeholder through a range of mechanisms and procedures. Thoughtful analysis of data at different levels enables the school to respond to the needs of its stakeholders and then impact is measured.

The school tracking system is used to track the progress and attainment of children to obtain information on whether our equality policy and practice is effective. We monitor attendance at school and at extra-curricular activities. We monitor the school behaviour and exclusions policy, behaviour and bullying logs, racist and sexist incident logs to ensure that children from minority groups are not unfairly treated. We take into serious consideration any complaints regarding equal opportunity issues from parents/carers, staff and children. We monitor the admissions policy and the staff appointment process, so that no-one applying for a place or a post at this school is discriminated against.

Any Equality objectives identified by this process are included in the School Development Plan as appropriate. Our objectives will: promote equality of opportunity for members of identified groups; eliminate unlawful discrimination, harassment and victimisation; and foster good relations between different groups.

7. Roles and Responsibilities

All members of the school community, governors, staff, pupils, parents, and visitors all have a part to play in implementing this policy, promoting diversity and equality, challenging inappropriate behaviour or practice to remove barriers and avoiding discrimination. To promote understanding of this responsibility will:

- Ensure all Stakeholders are made fully aware of our Equality and Diversity Policy and how it affects their work
- Ensure pupils and visitors to our school are clear about the expectations relating to our commitment to promoting equality and diversity
- Provide training/ development and updates as appropriate
- Review our equality objectives and actions to ensure all relevant activity remains relevant and meets the identified needs and priorities of our school.

In addition, School Governors have responsibility for overseeing, agreeing, monitoring and reviewing of our School's equality objectives, and related activity.

8. Bullying and Diversity Incidents

8.1 Pupils

St James' C of E Junior School believes all pupils should be safe and feel valued for themselves, whatever characteristics they may have. Bullying and harassment of pupils, staff, parents, visitors by pupils, based on their identity (including a perceived characteristic, and by association with a protected characteristic) is unacceptable. Incidents will be logged, investigated and appropriate actions taken to prevent future incidents and to support the victim as outlined in the School's Anti-bullying Policy.

8.2 Staff and Governors

St James' C of E Junior School view any form of discrimination undertaken by adults as serious acts of misconduct. Any such breaches could result in disciplinary action taken and in the case of harassment, might call for police involvement.

8.3 Complaints

St James' C of E Junior School takes seriously all complaints; where a complaint is related to equality/diversity issues, the school procedure for dealing with complaints will apply. This procedure will be made accessible through the school website or will be made available in an alternative format as requested.

Complaints should be made to the Head teacher or the Chair of Governors.

9. Public Sector Equality Duty

- 9.1 This requires all public organisations, including schools to:
- Eliminate unlawful discrimination, harassment and victimisation
 - Advance equality of opportunity between different groups
 - Foster good relations between groups

- **Specific Duties**

This requires all public organisations, including schools to:

- Publish information to show compliance with the Equality Duty
- Publish Equality objectives at least every 4 years which are specific and measurable.

9.2 Our Equality Objectives

Equality Objectives:				
Date Set	Aspect	Objective	Measure	Achieved Date
Sep 2022	Religion	Develop range of free visits to different places of worship as part of the RE curriculum (SIP)	Records of visits undertaken	
Sep 2022	SEND	To close the attainment gap between children with SEND and other children (SIP/RAP)	Pupil Performance data and SATS results	
Sep 2022	Pupil Premium	To close the attainment gap between PP children and other non-PP children (SIP/RAP)	Pupil Performance data and SATS results	
Sep 2022	Diversity	Increase EAL parental engagement in school-based activities and knowledge of curriculum (SIP)	Parent voice & support is clear & evident across the school	
Sep 2022	All	To achieve the Equalities Award (SIP)	External recognition of the School's commitment to equality	
Sep 2022	Religion and Diversity	To achieve recognition as a 'School of Sanctuary' (SIP)	Accreditation as a School of Sanctuary having embedded the concepts of welcome, safety and inclusion within the School and wider community.	