



**EQUALITY AND DIVERSITY POLICY**  
**including**  
**Equality Objectives**  
**2022**

## **Our Vision and Values**

'Learn to love and love to learn'

Our school is an integral part of our village and everyone within this community is valued and nurtured as part of our school family and God's family. Christian teaching and values are at the heart of all we do, to ensure that we develop well-motivated, independent, happy children who aspire to achieve their best in all they do, respecting and valuing themselves and others.

'Love your neighbour as you love yourself' Matthew 22:39

Our vision for our children is that, when they leave us, they will:

- Strive to be the best they can be and achieve well in all they do
- Be resilient
- Be good communicators
- Value and respect themselves as well as others
- Show curiosity and have a love of learning
- Be compassionate, showing tolerance and accepting others
- Be excited about all they learn
- Be able to work well as part of a team

Our school's overall values are underpinned by our statutory duties under the Equality Act 2010. We are dedicated to ensuring that every pupil receives an education that offers them the best chance to be the best they can be, and to promoting mental wellbeing amongst our pupils. We are committed to supporting and celebrating all pupils' individual identities. We have developed this policy to provide a clear framework for how we will achieve our school's aims.

To achieve our aims, we will adopt the following methods:

- Embedding equality within teaching and resources
- Using key data indicators to understand the needs and characteristics of our school
- Promoting community cohesion
- Promoting parental engagement
- Investing in regular staff training
- Using key data, such as measures of wellbeing, to monitor the progress of pupils with protected characteristics
- Regularly reviewing our policy to ensure that it reflects current trends and issues

## **Legal Duties**

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

- Eliminate unlawful discrimination, harassment and victimisation
- Advance equality of opportunity

- Foster good relations
- Promote mental health and wellbeing

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

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

- Age (for employees, not for service provision)
- Disability
- Race (ethnicity)
- Sex (gender)
- Gender reassignment
- Maternity and pregnancy
- Religion or belief
- Sexual orientation
- Marriage and Civil Partnership (for employees)

In order to meet our general duties, listed above, the law requires us to carry out 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 areas:

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

Our objectives will detail how we will promote equality in some or all of these areas. However, where we find evidence of significant inequalities for any particular group in other areas then we may include objectives to address these.

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

## 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 ensure that both our pupils and staff have an awareness of the impact of prejudice in order to prevent any incidents. If incidents still occur then we address them immediately and report them to the Local Authority using their guidance material. The Local Authority may provide some support.

## Responsibility

We believe that promoting equality is the whole school's responsibility:

School Community	Responsibility
Governing Body	<p>'To promote equality, good relations and diversity and to comply with education and employment legislation and anti-discrimination, human rights and equality legislation that affect its statutory duties in relation to the school' <i>'Every school a good school – the governors role'</i> (Department of Education NI, August 2019)</p> <p>The overall responsibility to manage the implementation of equality and diversity in our school.</p> <p>Ensuring the curriculum helps our children understand that we live in a diverse community and that no-one should feel an outsider or different</p> <p>To Involving and engaging the whole school community in identifying and understanding equality barriers and the importance of embracing diversity and in the setting of objectives to address these. Monitoring progress towards achieving equality objectives.</p> <p>Publishing data and publishing equality objectives.</p>

School Community	Responsibility
Head Teacher	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. Ensuring that all the school community receives adequate training to meet the need for delivering equality, including pupil awareness. Ensuring that all staff are aware of their responsibility to record and report prejudice-related incidents. To following the relevant procedures and taking action in cases of unfair discrimination, harassment or bullying and appropriate records are kept of any cases of unfair discrimination, harassment or bullying.
Senior Leadership Team	To support the Head Teacher as above. Leading on actions to achieve our equality objectives. Ensuring fair treatment and access to services and opportunities. Ensuring that all staff are aware of their responsibility to record and report prejudice-related incidents. Act as a role model for equality, diversity and inclusion across the whole school.
Teaching staff	Helping in delivering the right outcomes for pupils. Upholding the commitment made to pupils and parents/carers on how they can be expected to be treated. Designing and delivering an inclusive curriculum that ensures children understand that we live in a diverse community. To enable the children to understand difference and diversity. Ensuring that they are aware of their responsibility to record and report prejudice-related incidents. Act as a role model for equality, diversity and inclusion across the whole school.
Non-teaching staff	Supporting the school and the governing body in delivering a fair and equitable service to all stakeholders. Upholding the commitment made by the head teacher on how pupils and parents/carers can be expected to be treated. Supporting colleagues within the school community. Ensuring that they are aware of their responsibility to record and report prejudice-related incidents. To enable the children to understand difference and diversity. Act as a role model for equality, diversity and inclusion across the whole school.

**We will ensure that the whole school community is aware of this Equality and Diversity Policy, and our published equality and diversity information and equality and diversity objectives on the school's website.**

## **Breaches**

Breaches to this statement will be dealt with in the same ways that breaches of other school policies are dealt with, as determined by the head teacher and governing body.

## **Monitor and Review**

Every year we will review and report on our progress towards meeting our equality objectives. At least every 4 years we will review our objectives, taking into account any changes in our school profile and other evidence of need. Our objectives will sit in our overall school development plan and therefore will be reviewed as part of this process.

## **Equality and Diversity Objectives 2022**

**Objective 1:** To ensure that all groups (gender, vulnerable children, SEND etc) make good progress during time in school

We have chosen this objective: because, from data analysis, we are aware that at times there can be differences between groups and we wish to make sure that there is no difference between groups.

To achieve this objective, we plan to:

- Monitor group data
- Focus on vulnerable group to ensure no gaps
- Use Pupil Premium funding effectively
- Follow specific individual planning and assessment for children with SEND
- Also see SDP objectives

**Objective 2:** To provide a curriculum that reflect our wider society, helping children's understanding of equality and diversity.

To achieve this objective, we plan to:

- Research and purchase books that reflect wider society
- Ensure children learn about musicians, artists and other important figures with a range of protected characteristics and form a range of cultures
- Develop the children's understanding of Christians across the world
- Ensure geography and history are taught without bias
- To develop a culture where it is understood that everyone is difference and everyone is welcome

**Objective 3:** To ensure equality within the sports offered at the school.

To achieve this objective, we plan to:

- Have a variety of sports clubs
- Ensure that all children have the opportunity to represent the school at sport
- Have a mixture of team and individual sports
- Have taster sessions from local clubs and sports