



St Mary's C of E Primary School Equality Policy and Single Equality Scheme – Autumn 2014

Single Policy based on Equality Act 2010

Aims

The overall aim of St Mary's C of E Primary School's Equality Policy is to provide a framework for the school to pursue its equality duties to eliminate unlawful discrimination and harassment; promote equality of opportunity; and promote good relations and positive attitudes between people of diverse backgrounds in all its activities. **It covers disability, sex, religion, belief, age, sexual orientation, anyone undergoing gender reassignment and race / ethnicity** (protected characteristics)

The principles of this policy apply to all members of the extended school community –pupils, staff, governors, parents and community members. Partners and contractors are also expected to abide by the policy.

We will not tolerate less favourable treatment of anyone on the grounds of disability, gender, religion, belief, age, sexual orientation, anyone undergoing gender reassignment and race / ethnicity.

Through our school ethos, curriculum and community links we will work towards:

- A common vision.
- A sense of belonging.
- Similar life opportunities for all.
- Strong and positive relationships between different communities.

We welcome our duties under the Equality Act 2010.

The School Context

St Mary's C of E Primary School is a primary school serving families from diverse religious, ethnic and socio-economic backgrounds. It is built on one level and is accessible to wheel chair users. The number of pupils with SEN, FSM and / or EAL is below the national average.

There is a well established timetable of extra-curricular activities with around 15 clubs offered for before, during and after school.

The parents of St Mary's support the school through the Friends of St Mary's, raising funds to enrich the educational provision and also the parents support through volunteering to help in class and on school trips. The parents also support through the Home-school agreement.

The school is an active member of the SHINE partnership and Woking Confederation and through this seeks to broaden and enrich the quality of education for all children in our care.

The school is an outreach post for the Pyrford and Byfleet Sure Start Children's Centre.

Aims and values

At St Mary's C of E Primary School we aim to provide equality and excellence for all in order to promote the highest possible standards.

Our Equality Policy is based on the following core values as expressed in this school's mission statement.

We want all our children to:

- Experience a broad and balanced curriculum.



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- Develop lively enquiring minds and a love of learning.
- Have high self-esteem.
- Work with independence.
- Value and care for others.
- Be successful.
- Have their achievements celebrated.
- Feel safe.
- Become good citizens.
- Become positive contributors to the community.
- Care for their environment.
- Be self-disciplined and courteous.

We want all staff to:

- Continue raising our high standards of teaching and learning.
- Develop professionally.
- Feel valued and supported.
- Be successful.
- Have job satisfaction.
- Enjoy a healthy work-life balance.

We want all parents to:

- Feel welcomed in school.
- Work in partnership with teachers.
- Be well informed by clear communications.

We want governors to:

- Know the school and staff well.
- Offer constructive advice.
- Promote the school in the wider community.

We aim to encourage a love of learning and thereby make every day a rewarding experience for children and staff.

We seek to ensure that no pupils, staff, parents or carers or any other person through their contact with the school receives less favourable treatment on any grounds which cannot be justified.

We strive to include and engage all pupils and to prepare them for full participation in a diverse society. This school has a duty to:

- Promote equality of opportunity.
- Promote good race relations and positive attitudes between people of diverse backgrounds.
- Eliminate unlawful discrimination.
- Eliminate harassment.
- Ensure pupils with a disability have access to the school buildings and to the curriculum.



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Equality

The school is fully committed to meeting its obligations and will:

- Ensure that all pupils and staff are encouraged and able to achieve the best of which they are capable.
- Respect and value differences between people.
- Prepare pupils for life in a diverse society.
- Make the school a place where everyone, taking account of race, colour, ethnic or national origin, feels welcomed and valued.
- Promote good relations between different racial and cultural groups within the school and within the wider community.
- Ensure that an inclusive ethos is established and maintained.
- Acknowledge the existence of racism and take steps to prevent it.
- Oppose all forms of racism, racial prejudice and racial harassment.
- Be proactive in tackling and eliminating unlawful discrimination.
- Not to treat disabled pupils and prospective pupils less favourably than other non-disabled pupils (See Accessibility Policy 2014).
- To take reasonable steps for disabled pupils to avoid putting disabled pupils at a substantial disadvantage.

Roles and responsibilities

All who work in the school have a responsibility for promoting equality and inclusion and avoiding unfair discrimination.

Our governors are responsible for:

- Making sure the school complies with current equality legislation.
- Making sure this policy and its procedures are followed.

The Headteacher is responsible for:

- Making sure the policy is readily available and that the governors, staff, pupils and their parents know about it.
- Making sure its procedures are followed.
- Producing regular information for staff and governors about the policy and how it is working, and providing training for them on the policy, if necessary.
- Making sure all staff know their responsibilities and receive training and support in carrying these out.
- Taking appropriate action in cases of harassment and discrimination.

All our staff are responsible for:

- Modelling good practice, dealing with discriminatory incidents and being able to recognise and tackle bias and stereotyping.
- Promoting equality and avoiding discrimination against anyone.
- Keeping up to date on the law on discrimination and taking training and learning opportunities.

Pupils are responsible for:

- Following the Anti-bullying Policy.
- Developing class rules which challenge discriminatory behaviour.



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Parents are responsible for:

- Ensuring their children are aware and follow school policies (Home-School Agreement).

Visitors and contractors are responsible for:

- Knowing and following our Equality Policy.

Monitoring, reviewing, assessing impact

Responsibility for overseeing equality practices in school lies with the Headteacher and a Governor Jo Drake. Responsibilities include:

- Co-ordinating and monitoring work on equality issues.
- Dealing with monitoring reports of harassment.
- Monitoring the progress and attainment of vulnerable groups of pupils.
- Monitoring exclusions.

This policy is supported by a Single Equality Scheme (see below)

The governors will gather information on the effects of the school's policy by monitoring:

- The school's equal opportunities policy when recruiting.
- The education opportunities available to and the achievement of disabled pupils.
- Receive reports on the tracking of progress and achievement of vulnerable groups.
- Admissions, transitions and exclusions to check any groups that are not represented / over represented.
- PSHE to ensure good relations are encouraged between different groups.

Policy written by: Helen Austin (Headteacher)

Next review due: Autumn 2015