



Equality Policy

Policy Agreed: Autumn 23

Policy Review: Autumn 24

Chair of Governors: Mr A Clarke

Executive Headteacher: Mr A Gromski

The Equality Act 2010 introduced a Single Public Sector Equality Duty (PSED), which applies to public bodies, including maintained schools and academies and which extends to all protected characteristics – race, disability, sex, age, religion, belief, sexual orientation, pregnancy and maternity and gender reassignment. This combined equality duty came into effect in April 2011. It has three main elements. In carrying out their functions, public bodies are required to have due regard to the need to:

- Eliminate discrimination and other conduct that is prohibited by the Act.
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it.
- Foster good relations across all characteristics – between people who share a protected characteristic and people who do not share it.

'Grace is a gift from God.' (Ephesians 2:8)

Our school federation's distinct Christian Vision permeates all aspects of school life, and supports equality for all. The heart of this vision is our commitment to serve with *Grace*. Everyone in our community regardless of their characteristics deserves to flourish. Therefore we are deeply committed to giving our very best in all we do, providing an ethos where equality is a given. This vision is supported by the values we teach, the Christian Values chosen by children, parents, staff, governors and our local community. Values of:

Respect Love Friendship Truthfulness Courage Perseverance

We want our children to grow in wisdom; to cultivate a wide-ranging knowledge that will help broaden life chances; to develop the spiritual, intellectual and emotional resources they need to live a good life; and to develop the character to live well together in community. The whole community will endeavour to further the equality of opportunity by personally contributing towards a caring environment and by showing respect for and appreciation of each other's background.

- School staff are committed to the elimination of all forms of unjustifiable discrimination.
- We actively pursue equality of opportunity for all by seeking to ensure that children have appropriate and fair access to the curriculum and extra-curricular activities.
- In helping children appreciate that Britain is and always has been a diverse society we will actively reach out to the wider community in an attempt to broaden the experiences of our children.
- We are committed to ensuring that all prospective pupils and staff are treated fairly.
- Every teacher has a responsibility to ensure delivery of the curriculum and behaviour towards others is always in accordance with this policy.

Monitoring

The head teacher will seek to develop systems to monitor the effectiveness of this policy and practices through discussions with all staff. The governors will monitor the effectiveness via reports from head teacher/discussions at meetings.

Equality Objectives

- To ensure that the progress made by pupil premium pupils is at least in line with non-pupil premium pupils.
- To ensure the best possible provision is made for our SEND pupils, in school and through work with outside agencies.
- To ensure safeguarding remains robust and at the heart of what we do so all children are given the opportunity to flourish in safety, with nurture and support.
- To support our families to engage with help for families via support services where appropriate, as per our early help offer