



Great and Little Shelford C E (A) Primary School,

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'From Knowledge Wisdom Flows'

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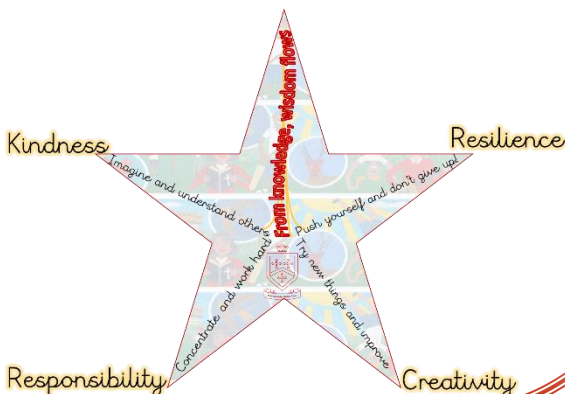
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Great and Little Shelford C E (A) Primary School

Equality Policy

Prepared by	Chris Grey (Headteacher) with consultation from: <ul style="list-style-type: none"> • <i>Governors;</i> • <i>Staff;</i> • <i>Parents</i>
Approved by the Committee/Governing body	<i>FGB</i>
Signature of Chair of Governors	<i>n/a</i>
Date shared with governors	<i>28th November 2019</i>
Review date	<i>Autumn 2021</i>



The Church of England
Diocese of Ely



Equality Policy

*We live and work in harmony
with love for one another
so we can achieve our potential
within a community of life-long learners.*

From Knowledge, wisdom flows

School statement on equality

Every person in our school community has been made in the image of God and is loved unconditionally by God. Everyone is equal and we treat each other with dignity and respect. Our school is a place where everyone should be able to flourish in a loving and hospitable community. Each person in all their unique difference should be able to thrive, irrespective of physical appearance, gender, race, religion, ethnicity, socioeconomic background, academic ability, disability, sexual orientation or gender identity.

We are committed to promoting the understanding of the principles and practices of equality – treating all members of our school community as individuals, according to their needs, with an awareness of our diverse society and appreciating the value of difference. We actively seek to challenge discrimination and we promote an anti-bullying stance which makes clear the unacceptability of racist, disablist and homophobic, biphobic and transphobic bullying and language.

1. Legal framework

We welcome our duties under the Equality Act 2010 to eliminate discrimination, advance equality of opportunity and foster good relations in relation to age (as appropriate), disability, gender reassignment, race, religion, sex and sexual orientation.

We 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.

2. Guiding principles

In-line with the school's vision, our approach to equality is based on the following key principles:

- ***We live and work in harmony*** – We recognise and respect differences in all members of the school community
- ***Love for one another*** - All members of the school community are of equal value
- ***Achieve our potential*** – We aim to remove any barriers or limitations to promote accessibility for all
- ***Community of life-long learners*** – We plan, track and review objectives to promote equality amongst the whole school community

3. Development of the policy

This policy reflects the school's vision, which was developed during the first half of 2019 with involvement from all stakeholder groups. The policy has been adapted from the model Church of England Education Office's Policy. The policy has been circulated amongst:

- **Governors;**
- **Staff;**
- **Parents.**

Feedback has been sought from the stakeholders above.

4. Links to other policies and documentation

We ensure that the principles listed above apply to all of our policies and practice including those that are concerned with:

- Pupils' progress, attainment and achievement
- Pupils' personal development and wellbeing
- Teaching styles and strategies
- SMSC and PSHE
- Admissions and attendance
- Staff recruitment, retention and professional development
- Care, guidance and support
- Special educational needs
- Behaviour, discipline and exclusions
- Bullying and addressing prejudice related bullying
- Working in partnership with parents, carers and guardians
- Working with the wider community

We also ensure that information about our responsibilities under the Equality Act are included in our school development plan, self-evaluation review, the school prospectus, school web site and newsletters.

5. Our Actions

To eliminate discrimination, harassment and victimisation

We meet our legal duty and live out our guiding principles listed above by:

- **opposing prejudice and prejudice related bullying:**
 - teaching about differences and equality in RE and PSHE;
 - Behaviour and Anti-Bullying Policy;
 - celebrating differences;
 - fostering active and secure international links (International Schools Award).
- **taking account of equality with regards to the way the school provides facilities and services:**
 - making verbal and written communication available in different formats;
 - making reasonable adaptations of physical and other natures to ensure suitable access to all services, where possible.
- **taking account of equality with regards to attendance policies:**
 - making reasonable adaptations for pupils with additional needs of any nature, including medical needs.
- **actively promoting equality and diversity:**
 - teaching equality, diversity and respect within the school's curriculum, especially through RE, PSHE and internationalism;
 - ensuring inclusion and diversity are key themes within collective worship sessions, in-line with our Christian foundations.
- **creating an environment of dignity and respect:**
 - valuing the contributions, communication and thoughts of all members of the school community;
 - acts of social and emotional aspects of learning by pupils and staff are prized and rewarded.

To advance equality of opportunity between different groups

We meet our legal duty and live out our guiding principles listed above by:

- being alert to the potential impact of any negative, prejudicial language or behaviour on particular individuals and groups of individuals.

To foster good relations

We meet our legal duty and live out our guiding principles listed above by enabling all members of the school community to:

- live and work in harmony, with love for one another;
- show respect towards diversity and equality;
- challenge discrimination and prejudice;
- listen to and treat others with dignity and respect.

Other ways we address equality issues:

- recording all training, including equality-related training and reporting this to the full governing body;
- reporting annually on our equality objectives;

6. Disseminating the policy

We ensure that this policy is known to all staff and governors, parents and carers and, as appropriate, to all pupils. This policy, our equality objectives and data are all available on our school website.

7. Roles and responsibilities

[Outline here the roles and responsibilities of each member of the school community to uphold the principles and actions of this policy:

- **The Governing Body are responsible for:**
 - ensuring that the school prepares, publishes, implements, reports on and reviews a Equality & Diversity Policy and Action Plan (including budget requirements), and in particular the employment implications of meeting the Duty.
- **The Headteacher and Senior Leaders will work with Governors to ensure:**
 - the Policy and Action Plan are implemented;
 - staff recruitment, training opportunities and conditions promote equality and diversity;
 - all stakeholders are consulted regarding, and are aware of the school's responsibilities to meet, the Equality Duty;
 - existing and planned policies are assessed for the ways in which they impact on equality and diversity;
 - curriculum planning, learning and teaching methods, classroom organisation and assessment procedures, behaviour management take account of the need to promote equality and diversity;
 - prejudicial incidents of bullying or harassment are dealt with according to the Behaviour for Learning and Anti-Bullying Policies and the Code of Conduct for staff;
 - the Equality and Diversity Policy and Action Plan is published on the school website.
- **All staff** have a responsibility to:
 - deal with incidents of harassment or bullying;
 - help eliminate unlawful discrimination;
 - prepare and/or help deliver a curriculum, learning and teaching methods, classroom organisation and assessment procedures, behaviour management, that take account of the need to eliminate unlawful discrimination and harassment and promote equality and diversity;
 - promote the policy among all stakeholders in the school community.
- **Pupils, parents and carers** have a proportionate responsibility to understand and act in accordance with the policy, as do **visitors** to the school.

8. Staff development and training

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

9. Breaches of the policy

Breaches of this policy will be dealt with in the same way that breaches of other school policies are dealt with, as determined by the Headteacher and governing body.

As a member of staff, if you believe that you may have been discriminated against, bullied or harassed you are encouraged to raise the matter through our Grievance Procedure.

Complaints should be raised as per the school's complaint policy.

Incidents of a prejudicial nature between pupils are recorded and logged by the school.

10. Monitoring and evaluation

The school's Equality and Diversity page:

http://www.shelfordschool.org.uk/website/equality_and_diversity/261264

The school's Equality Objectives:

http://www.shelfordschool.org.uk/storage/secure_download/ZFFrYmdxd1VCZ2ZwOUh0ejJ2VVBWZz

09 Date of next Equality Objectives review: 2021

Date of last Equality Policy review: November 2019

Headteacher signed:

Date: _____

Chair of governors signed:

Date: _____