

Berkswich CE Primary School			
Reference Number S20	Shared with Staff October 2024	Ratified by Governing Board October 2024	Review Date October 2026
Policy Title	Equality Information and Objectives Statement		

Opening statement

The Equality Objectives Statement operates within the Christian ethos of the school, and has been written to reflect an understanding that we are a school and people of life-long learning and development; and that God seeks to cherish and protect all members of the school community. The values which underwrite this statement are based on our Christian ethos and seek to allow all to flourish and grow into the people God has created them to be.

[This Equality Policy is a live document and responsive to current events.](#)

At Berkswich CE Primary School, we welcome our duties under the Equality Act 2010.

The school's general duties, with regards to equality are:

- Eliminating discrimination.
- Fostering good relationships.
- Advancing equality of opportunity.

We will not discriminate against, harass or victimise any pupil, prospective pupil, or other member of the school community because of their:

- Sex.
- Age.
- Race.
- Disability.
- Religion or belief.
- Sexual orientation.
- Gender reassignment.
- Pregnancy or maternity.
- Marriage and civil partnership.

We aim to promote pupils' spiritual, moral, social and cultural development, with special emphasis on promoting equality and diversity, and eradicating prejudicial incidents for pupils and staff. Our school is committed to not only eliminating discrimination but teaching our children to be active and caring citizens who are willing to challenge what they see as wrong, lacking or prejudicial in their own relationships and in society as a whole. This means increasing

their: understanding, appreciation, education about and celebration of diversity, as well as enabling them to be actively anti-discriminatory.

Equality Objectives

We formulate and publish specific and measurable objectives, based on the evidence we have collected and published and the engagement in which we have been involved. The objectives which we identify take into account national and local priorities and issues, as appropriate. We keep our equality objectives under review (every four years or as necessary) and report on progress towards achieving them through the head teacher's report to governors, the school website and on letters to parents as appropriate. We are meeting the Public Sector Equality Duty by eliminating unlawful discrimination, victimisation and harassment, advancing equality of opportunity and fostering good relations.

Objective 1:

At Berkswich Primary School, we identify barriers to learning and participation, and provide appropriate opportunities to meet a diversity of needs.

Objective 2:

At Berkswich Primary School, we strive to narrow the gaps in achievement and progress between different groups of pupils within the school community to ensure all children achieve their full potential.

Objective 3:

At Berkswich Primary School, we ensure the school environment is as accessible as possible to pupils, staff and visitors both physically (See Accessibility Plan). Accessibility extends fully to ensure this through teaching resources and in appropriate representations across school.

Objective 4:

At Berkswich Primary School, we strive to develop pupil understanding of tolerance and respect through the promotion of British Values. This is done by exposing children to different cultures, faiths, religions, socioeconomic backgrounds, skin colours, disabilities and family set-ups, through first-hand experiences and a variety of resources.

Aims to eradicate discrimination

We believe that a greater level of success from pupils and staff can be achieved by realising the uniqueness of individuals. It is a commitment of the school to create an inclusive environment which is prejudice-free, rich in a variety of cultures and represents the great diversity of individuals in society. This allows all children and adults to feel confident, empowered and at ease. All individuals are happy, safe, actively represented and treasured. Our school vision has been formulated by the views of parents, pupils, staff, Parish members and members of our local community; this underpins all that we do:

Berkswich CE Primary is a thriving, forward-thinking community. Pupils, staff, parents and governors delight in life-long learning, discovery and faith, striving together to reach our God-given potential. Our vision is to enable

everyone in our school family to live life in its fullness, relishing challenge and building independence. Through our words and actions, we seek to model Christian values, treasuring everyone's contribution, growing in wisdom and knowledge and celebrating and treating with dignity, all in our diverse family. Our outward-looking approach encourages and equips children to become mature young adults who are prepared for the ever-changing world.

Our equality aims are supported through our shared school values:

- respect
- teamwork
- integrity
- self-motivation
- responsibility
- quality
- organisation
- inclusivity
- accuracy
- faith

Our aims will be further achieved by a shared understanding that we:

- Understand all learners are equally important
- Develop an understanding of diversity and the benefits it has
- Respect and celebrate diversity
- Are always respectful
- Always treat all members of the school community with equity
- Foster positive attitudes and relationships, and a shared sense of cohesion and belonging
- Ensure every child has an inclusive attitude
- Adopt an inclusive attitude and ensure that the whole school community understands what inclusive behaviour looks like at Berkswich CE, and how this aligns with the school's values.
- Encourage compassion, empathy and open-mindedness
- Remove barriers which may already exist and educate our children on what they are and could be
- Challenge bias, in order to move understanding forward
- Are outward-looking, understanding our contribution to the wider community (as well as in future communities we may be a part of)
- Base our practices on sound evidence

We are committed to having a balanced, diverse and fair curriculum. We believe that our pupils should be exposed to ideas and concepts that may challenge their understanding, to help ensure that pupils learn to be more accepting and inclusive of others. Challenging and controversial concepts will be delivered in a way that prevents discrimination and promotes inclusive attitudes. We will also respect the right of parents to withdraw their children from certain classes which pose conflicts to their own beliefs.

Treating people equally does not necessarily involve treating them all the same. Our policies, procedures and activities must not discriminate but must nevertheless take account of

differences of life-experience, outlook and background, and in the kinds of barrier and disadvantage which people may face.

Berkswich CE Primary holds the Stonewall Award, recognising that through rigorous CPD, all staff are able to thrive within a community where everyone feels free to be who they are and to achieve their full potential within an inclusive and accepting culture.

A pastoral lead, who is ELSA trained, actively supports pupils and adults in meeting the school's equality duties as outlined above.

We ensure that the principles listed above apply to the full range of our policies and practices, including those which are concerned with:

- pupils' progress, attainment and achievement
- pupils' personal development, welfare and well-being
- teaching styles and strategies
- admissions and attendance
- staff recruitment and retention
- staff professional development
- care, guidance and support
- behaviour, discipline and exclusions
- working in partnership with parents, carers and guardians
- working with the wider community

We consult and involve widely: we engage with a range of groups and individuals to ensure that those who are affected by a policy or activity are consulted and involved in the design of new policies, and in the review of existing ones.

Dealing with prejudice

We do not tolerate any form of prejudice-related incident. Whether direct or indirect, we treat discrimination against all members of our school with the utmost severity. When an incident is reported, through our thorough reporting procedure, our school is devoted to ensuring appropriate action is taken and a resolution is put into place which is both fair and firm.

Our pupils are taught to be:

- Understanding of others.
- Celebratory of every diversity, including but not exclusive to socioeconomic differences, cultural diversity, family set-up, disabilities and skin colour.
- Eager to reach their full potential.
- Inclusive.
- Aware and are educated in what constitutes discriminatory behaviour.

The school's employees will not:

- Discriminate against any member of the school community.
- Treat other members of the school community unfairly.

The school's employee's will:

- Promote diversity and equality.
- Encourage and adopt an inclusive attitude.
- Lead by example.
- Follow and uphold the Equality Policy.
- Seek training if they need to improve their knowledge in a particular area.
- Take an active part in whole school CPD

Throughout the year, the school provides a variety of opportunities to celebrate diversity, including:

- Having a robust PSHE programme across the whole school which promotes inclusion.
- Planning activities for key diversity awareness days.
- Celebrating national days and weeks and incorporating learning from these into everyday learning.
- Gathering views from our diverse community members and using the knowledge gained to make further improvements to resourcing, pedagogy and our curriculum.
- Inviting guest speakers to talk to pupils about diversity.
- Incorporating lessons about diversity into the curriculum.

We keep a record of prejudice-related incidents and, if requested, provide a report to the local authority about the numbers, types and seriousness of prejudice-related incidents at our school and how they are dealt with.

Equality and dignity in the workplace

We do not discriminate against staff with regards to their:

- age
- disability
- gender reassignment
- marital or civil partner status
- pregnancy or maternity
- race
- religion or belief
- sex
- sexual orientation
- socioeconomic background
- skin colour
- family set-up

Equality of opportunity and non-discrimination extends to the treatment of all members of the school community. All staff members are obliged to act in accordance with the school's various policies relating to equality.

We will guarantee that no redundancy is the result of direct or indirect prejudice. All disciplinary procedures are non-prejudicial, whether they result in warnings, dismissal, or any other disciplinary action.

We observe good equalities practice in staff recruitment, retention and development: we ensure that policies and procedures should benefit all employees and potential employees, for example in recruitment and promotion, and in continuing professional development.

Roles and responsibilities

The governing body is responsible for ensuring that the school complies with legislation, and that this policy and its related procedures and action plans are implemented.

The headteacher is responsible for implementing the policy; for ensuring that all staff are aware of their responsibilities and are given appropriate training and support; and for taking appropriate action in any cases of unlawful discrimination.

The SENDCo, pastoral lead and deputy headteacher have day-to-day responsibility for co-ordinating implementation of the policy.

All staff are expected to:

- promote an inclusive and collaborative ethos in their classroom and behaviour
- deal with any prejudice-related incidents that may occur
- plan and deliver curricula and lessons that reflect the principles above
- keep up-to-date with equalities legislation relevant to their work

Information and resources

We ensure that the content of this policy is known to all staff and governors and, as appropriate, to all pupils and their parents and carers.

All staff and governors have access to a selection of resources which discuss and explain concepts of equality, diversity and community cohesion in appropriate detail.

Religious observance

We respect the religious beliefs and practice of all staff, pupils and parents, and comply with reasonable requests relating to religious observance and practice.

Staff development and training

We ensure that all staff, including support and administrative staff, receive appropriate training and opportunities for professional development, both as individuals and as groups or teams. This aligns with our school improvement priorities, equality objective four, and our underpinning school value of inclusivity.

Staff will continue to use knowledge gained through CPD, research, academic reading and our community members to continue to deepen their understanding of barriers that could inhibit learning and the celebration of each unique individual, establishing ways in which we are able to ensure greater equity.

Inclusion

Schools, as public authorities, must identify and publish one or more equality objectives that it intends to focus on and improve. This academic year, we will be focusing on objective one. Staff will further develop their practice through learning, such as the participation in Dingley's Promise. They will use CPD to enhance practice to support children, particularly in EYFS and KS1 to access learning and receive the bespoke emotional and social support that is required for them to access learning and reach their potential.

Closing statement

Prejudice of any kind is not tolerated and we are continuously developing in knowledge and in our practice towards a more accepting and respectful culture, ensuring that we are tenacious in our approach to ensure that no child is held back and all flourish and live life to the full. This is in line with the Church of England's Vision for Education:

- **Educating for wisdom, knowledge and skills:** enabling discipline, confidence and delight in seeking wisdom and knowledge, and developing talents in all areas of life.
- **Educating for hope and aspiration:** enabling healing, repair and renewal, coping wisely when things go wrong, opening horizons and guiding people into ways of fulfilling them.
- **Educating for community and living well together:** a core focus on relationships, participation in communities and the qualities of character that enable people to flourish together.
- **Educating for dignity and respect:** the basic principle of respect for the value and preciousness of each person, treating each person as a unique individual of inherent worth.

We intend that our policies and activities should benefit society as a whole, both locally and nationally, by fostering greater social cohesion, and greater participation in public life.

The school's Equality Information and Objectives Policy further outlines the school's policies regarding equality.