Equality Policy

Approved by:	**Full Governing Board**
Date:	**September 2026**
Next review due by:	**September 2028**

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.

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 identity, race, religion, sex and sexual orientation.

We welcome our duty under the Education and Inspection 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.

The Public Sector Equality Duty encompasses general and specific duties in promoting equality across the full range of protected characteristics, namely:

- Age
- Disability
- Gender reassignment
- Race
- Religion and belief
- Sex
- Sexual orientation

Guiding Values

Our approach to equality is based on the following key values:

Love – “Love is Patient, Love is kind.” – 1 Corinthians 13v4

Respect – “Show proper respect to everyone.” – Peter 2v17

Responsibility – “In his grace, God has given us different gifts for doing certain things well.” – Romans 12v6.

Development of the policy

We have used our existing school policies to inform our Equality policy. These include:

- Accessibility Policy and Plan
- Anti-bullying Policy
- Behaviours Policy
- School Development Plan
- Special Educational Needs and Disability Policy (SEND)
- Teaching and Learning Policy
- Valuing All God's Children Document – CofE Education Office (2nd edition)

Links to other policies and documentation

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

- Pupil's progress, attainment and achievement
- Pupil's personal development and well being
- Teaching styles and strategies
- SMSC (Spiritual, Moral, Social and Cultural) and PSHE (Personal, Social, Health and Economic)
- 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 and carers
- Working with the wider community

We also ensure that information about our responsibilities under the Equality Act are included in our SDP, SEF, the school prospectus, school website and newsletters.

Our Actions

Under the statutory duties, all schools have a duty to: eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by the Equality Act 2010.

Race Equality – The general duty to promote race equality means that we must have due regard to:

1. Eliminating racial discrimination
2. Promoting equality of opportunity
3. Promoting good relations between people of different racial groups

All racial incidences will be recorded on CPOMS and signposted to the Headteacher.

Disability Equality – The general duty to promote disability equality means that we have due regard to:

1. Promoting equality of opportunity between disabled people and other people
2. Eliminating unlawful discrimination
3. Eliminating disability related harassment
4. Promoting positive attitudes towards disabled people
5. Encouraging participation by disabled people in public life

Accessibility – There is specific disability legislation in relation to disabled pupils and accessibility. The school must plan strategically to:

1. Make improvements to the physical environment of the school to increase access
2. Increase access to the curriclulum
3. Make written information accessible to pupils in a range of different ways.

See Accessibility Policy and action plan

Gender Equality – The general duty to promote gender equality means that we must have due regard to:

1. Eliminating unlawful discrimination and harassment
2. Promoting equality of opportunity between men, women, boys and girls.

Disseminating the policy

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

Roles and responsibilities

The **Governing Body** are responsible for:

- Ensuring that the school complies with equality related legislation
- Ensuring that the policy and its procedures are implemented by the Headteacher
- Ensuring all other school policies promote equality
- Giving due regard to the Public Sector Equality Duty when making decisions

The **Headteacher and Senior Leadership Team** are responsible for:

- Implementing the policy and its procedures
- Making all staff aware of their responsibilities and providing training as appropriate to enable them to effectively deliver this policy
- Taking appropriate action in any case of actual and potential discrimination
- Ensuring that all staff understand their duties regarding recruitment and providing reasonable adjustments to staff
- Ensure that all staff and pupils are aware of the process for reporting and following up bullying and prejudice related incidents

Teaching and support staff are responsible for:

- Enacting this policy, its commitments and procedures, and their responsibilities associated with this policy
- Dealing with bullying and discriminatory incidents, and knowing how to identify and challenge prejudice and stereotyping
- Promoting equality and good relations and not discriminating on any grounds
- Attending such training and information opportunities as necessary to enact this policy and keep up to date with equality legislation

Pupils are responsible for:

- Refraining from engaging in discriminatory behaviour or any other behaviour that contravenes this policy

Parents/Carers and Visitors must be aware of, and comply with; the school's Equality Policy and refrain from engaging in discriminatory behaviour when on the school premises.

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.