



# St James' C of E Junior School

# EQUALITY POLICY,

# OBJECTIVES & ACTION PLAN

## 2023 /2025

*'With exploring minds, and faith; we grow and learn together'*

*'Your word is a lamp to my feet, a light to my path' ~ Psalm 119: v105*

*Our vision is to ensure children enjoy learning and, with exploring minds, are actively engaged in their studies. At St James' our curriculum will provide them with skills, knowledge and personal characteristics that enable them to make the most of their lives and take the opportunities they encounter. This approach is mirrored by the staff who reflect and adapt in order to develop their practice as the dedicated professionals that they are. In this way we grow and learn together as we follow the St James Way: Be Kind, Be Respectful and to always Give Your All.*

*From the foundation offered by our infant counterparts, where they: 'teach the children to choose the right path', Proverbs 22:6. Our vision is to follow on that journey. We teach that the Lord's word is a lamp to their feet, a light to such path. ~ Psalm 119: v105. This Christian vision is underpinned by our teaching of the Christian faith and our school values of: Peace, Compassion, Friendship, Forgiveness, Thankfulness and Endurance.*

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## REVIEW SHEET

The information in the table below details earlier versions of this document with a brief description of each review and how to distinguish amendments made since the previous version date (if any).

<b>Version Number</b>	<b>Version Description</b>	<b>Date of Revision</b>
1	Original (complete new document to Kym Allan v1 – replaces SINGLE EQUALITY SCHEME)	Sept 2023

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## Referenced statutory and non-statutory guidance

## 1. Introduction

Our school is inclusive; we focus on the well-being and progress of every child and we are committed to ensuring all members of our community are equally valued.

We believe that the Equality Act provides a framework to support our commitment to valuing diversity, tackling discrimination, promoting equality and fostering good relationships between people. It also ensures that we continue to tackle issues of disadvantage and underachievement.

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](#).

**Our approach to equality is based on 7 key principles:**

1. **All learners are of equal value.** Whether or not they are disabled, whatever their ethnicity, culture, national origin or national status, whatever their gender and gender identity, whatever their religious or non-religious affiliation or faith background and whatever their sexual orientation.
2. **We recognise, respect and value difference and understand that diversity is a strength.** We take account of differences and strive to remove barriers and disadvantages which people may face, in relation to sex (gender), race, disability, religion or belief, gender reassignment, sexual orientation or pregnancy or maternity. We believe that diversity is a strength, which should be respected and celebrated by all those who learn, teach and visit here.
3. **We foster positive attitudes and relationships.** We actively promote positive attitudes and mutual respect between groups and communities different from each other.
4. **We foster a shared sense of cohesion and belonging.** We want all members of our school community to feel a sense of belonging within the school and wider community and to feel that they are respected and able to participate fully in school life.
5. **We observe good equality practices for our staff.** We ensure that policies and procedures benefit all employees and potential employees in all aspects of their work, including in recruitment and promotion, and in continuing professional development.
6. **We have the highest expectations of all our children.** We expect that all pupils can make good progress and achieve to their highest potential.
7. **We work to raise standards for all pupils, but especially for the most vulnerable.** We believe that improving the quality of education for the most vulnerable groups of pupils raises standards across the whole school.

## 2. Purpose of the Policy

The Equality Act 2010 was introduced to ensure protection from discrimination, harassment and victimisation on the grounds of specific characteristics (referred to as protected characteristics). This means that schools cannot discriminate against pupils, staff or the wider school community or treat them less favourably because of their sex (gender), race, disability, religion or belief, gender reassignment, sexual orientation or pregnancy or maternity.

Age and marriage and civil partnership are also “protected characteristics” and although are not part of the school provisions related to pupils, would apply to staff and the wider school community.

The Act requires all public organisations, including schools, to comply with the Public Sector Equality Duty (PSED) and two specific duties:

**The Public Sector Equality Duty or “general duty”.** This requires all public organisations, including schools, to:

- eliminate unlawful discrimination, harassment and victimisation;
- advance equality of opportunity between different groups;

- foster good relations between different groups.

**Two “specific duties”.** This requires all public organisations, including schools, to:

1. publish information (the Policy) to show compliance with the Equality Duty;
2. publish equality objectives at least every 4 years which are specific and measurable.

This Policy describes how our school, which has very limited resources, is meeting these statutory duties and working hard to ensure that equality is at the core of all that we do. This document is supported by our Equality Objectives Action Plan which demonstrates how we intend to ensure that principles of equality are embedded into our school and community life.

We utilise a PSED checklist for school staff and governors to help assess the school’s compliance with our PSED duties. Further information on how the Equality Act applies to schools can be found in the Department for Education (DfE) document [Equality Act 2010: advice for schools](#).

### 3. Links to other policies and documentation

Although this Policy is the key document for information about our approach to equality in line with the Public Sector Equality Duty, evidence of our commitment to our responsibilities under the Equality Act can also be found in our:

- Accessibility Plan
- Admissions procedures
- Behaviour Policy
- Governing body minutes
- Parent and pupil surveys
- Child Protection Policy and procedures
- School performance data
- School prospectus
- School website and newsletters
- SEND Policy
- School development plans

As a school we also collect the following information, broken down by race, religion or belief, sex, disability and, where relevant, sexual orientation, gender reassignment, pregnancy and maternity, marriage and civil partnership, and age:

- School admissions
- Pupil attainment and progress
- Prejudice-related incidents
- Sanctions (including exclusion)
- Staff recruitment and selection
- Promotions
- Professional development opportunities

The Equality Act also applies to schools in their role as employers, and the ways in which we comply with this are found in our Recruitment and Selection procedures.

### 4. Our school profile

St James C of E Junior School is a Church of England Voluntary Controlled School with 161 pupils currently enrolled and a strong Christian ethos which develops the whole child. There is a ratio of 80 boys to 81 girls, slightly below the national ratio of 51 boys to 49 girls (DfE June 2023). 14.3% of pupils take free school meals (FSM), well below the national average of 23.8% (DfE June 2023).

12% of our pupils have special educational needs. There is a ratio of 11 boys to 9 girls.

The majority of children come to school from St James' Infant school, with a small number arriving from other schools at any point in the key stage.

The school is totally inclusive and has pupils with profound and moderate learning difficulties amongst its pupils. Whole staff training has included accommodating children with ADHD, autism and other potential barriers to learning. 5% of our pupils have English as an additional language.

Regular and rigorous monitoring, through assessment and tracking, of different groups – for example: gender, the disadvantaged, SEND and free school meals – helps to ensure there is no discernible difference in achievement between groups of children.

Senior teaching assistants have received learning mentor training and all teaching assistants work successfully with disaffected pupils to ensure they reach their potential and make the most of their school experience.

We have a breakfast club which operates from 7.50 a.m. each morning and an after-school club which operates to 5.15 p.m. each evening. Over an average week, over 30% of the pupils use the breakfast club and the after-school club.

We have never had problems attracting staff and currently have a full teaching staff complement.

The Local Authority (LA) handles admissions to the school. When we are made aware of pupils who are joining the school with special educational needs or disabilities, we arrange to meet both the pupil and the parents or carers and involve professionals from the Local Authority and the Health Authority to ensure that any adjustments required to our buildings or curriculum are made in readiness for the pupil starting school. The school has fully ramped access and is level throughout the building enabling access to any wheelchair users. We have one disabled toilet at school.

Information for parents and others is provided in written and verbal form. All information is offered in alternative formats on request e.g. another language, braille etc.

Recruitment procedures are based on those provided by the LA with all advertising being processed through the County HR and Advertising Team.

## **5. What we are doing to eliminate discrimination, harassment and victimisation**

- We take account of equality issues in relation to admissions and exclusions; the way we provide education for our pupils and the way we provide access for pupils to facilities and services.
- We are aware of the Reasonable Adjustment duty for disabled pupils – designed to enhance access and participation to the level of non-disabled pupils and stop disabled children being placed at a disadvantage compared to their non-disabled peers.
- The Head teacher ensures that all appointment panels give due regard to this Policy so that no one is discriminated against when it comes to employment, promotion or training opportunities.
- We actively promote equality and diversity through the curriculum and by creating an environment which champions respect for all.
- Our admissions arrangements are fair and transparent, and we do not discriminate against pupils by treating them less favourably on the grounds of their sex, race, disability, religion or belief, sexual orientation, gender reassignment, pregnancy or maternity.
- We carry out Equality Impact Assessments (EIAs) on all new policies, practices, events and decision-making processes to ensure that they are fair and do not present barriers to participation or disadvantage any protected groups from participation.
- We challenge all forms of prejudice and prejudice based bullying.

### **Behaviour, exclusions and attendance**

The school policies on behaviour and attendance take full account of our duties under the Equality Act. We make reasonable, appropriate and flexible adjustment for pupils with a disability. We closely monitor data on exclusions and absence from school for evidence of overrepresentation of different groups and take action promptly to address concerns.

## **Addressing prejudice and discriminatory-based bullying**

The school challenges all forms of prejudice and discriminatory-based bullying, which stand in the way of fulfilling our commitment to inclusion and equality, including:

- prejudices around disability and special educational needs.
- prejudices around race, religion or beliefs.
- prejudices around gender and sexual orientation.

There is guidance in the staff handbook on how prejudice-related incidents should be identified, assessed, recorded and dealt with. We treat all bullying incidents equally seriously.

## **6. What we are doing to advance equality of opportunity between different pupil groups**

- We know the needs of our school population very well and collect and analyse data in order to inform our planning and identify targets to achieve improvements. We take action to close any gaps, for example, for those making slow progress in acquiring age-appropriate literacy and number skills. We also ensure children from all groups are challenged to reach higher levels.
- We have procedures, working in partnership with parents and carers, to identify children who have a disability through our pupil admissions meetings and home visits.
- We collect, analyse and use data in relation to attendance and exclusions of different groups.
- We use a range of teaching strategies that ensures we meet the needs of all pupils.
- We are alert and proactive about the potentially damaging impact of negative language in matters such as race, gender, disability and sexuality.
- We ensure equality of access for all pupils to a broad and balanced curriculum, removing barriers to participation where necessary.
- Our school has an accessibility plan that is reviewed every 3 years or when a significant change has taken place. The Plan is published on the school website.
- We will take positive and proportionate action to address the disadvantage faced by particular groups of pupils with particular protected characteristics, such as targeted support. The actions will be designed to meet the school's Equality Objectives.

## **7. What we are doing to foster good relations**

- We prepare our pupils for life in a diverse society and ensure that there are activities across the curriculum that promote the spiritual, moral, social and cultural development of our pupils.
- We teach about difference and diversity and the impact of stereotyping, prejudice and discrimination through PSHE and citizenship and across the curriculum.
- We use materials and resources that reflect the diversity of the school, population and local community in terms of race, gender, sexual identity, disability and avoiding stereotyping.
- We promote a whole school ethos and values that challenge prejudice-based discriminatory language, attitudes and behaviour.
- We provide opportunities for pupils to appreciate their own culture and celebrate the diversity of other cultures.
- We include the contribution of different cultures to world history and that promote positive images of people.
- We provide opportunities for pupils to listen to a range of opinions and sympathise with different experiences.
- We promote positive messages about equality and diversity through displays, assemblies, visitors and whole school events.

In order to ensure that the work we are doing on equality meets the needs of the whole school community we:

- review relevant feedback from the annual parent questionnaire, parents' evening, parent-school forum and/or focus meetings or governors' parent-consultation meeting.
- secure and analyse responses from staff surveys, staff meetings and training events.
- review feedback and responses from the children and groups of children from the School Council.
- ensure that we secure responses and feedback at Governing Body meetings.

## 8. Publishing equality information and objectives

We identify and publish equality objectives on a four-year cycle. The objectives are reviewed each year by the school's Governors and SLT and published on the school website. We are happy to provide our equality objectives in other formats if requested.

In line with DfE guidance on what we must or should publish on the school website, we will consider collecting and publishing governing board members' diversity data so that such information is widely accessible to members of the school community and the public.

## 9. Roles and responsibilities

We expect all members of the school community and visitors to support our commitment to promoting equality and meeting the requirements of the Equality Act. We will provide training, guidance and information to enable them to do this.

### Governing Body

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.

Every governing body committee keeps aspects of the school's commitment to the Equality Duty under review, for example, in terms of standards, curriculum, admissions, exclusions, personnel issues and the school environment. Equality objectives are set every four years by the Governing Body. The Governing Body assess the success in reaching the objectives annually.

### Head teacher and Leadership team

The Head teacher 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.

A senior member of staff has day-to-day responsibility for co-coordinating implementation of the Policy and for monitoring outcomes.

### Teaching and support staff

All teaching and support staff will:

- promote an inclusive and collaborative ethos in their classroom;
- challenge prejudice and discrimination;
- deal fairly and professionally with any prejudice-related incidents that may occur;
- plan and deliver curricula and lessons that reflect the school's principles, for example, in providing materials that give positive images in terms of race, gender and disability;
- maintain the highest expectations of success for all pupils;
- support different groups of pupils in their class through differentiated planning and teaching, especially those who may (sometimes temporarily) find aspects of academic learning difficult;
- keep up-to-date with equality legislation relevant to their work.

We will provide training and guidance on equality for all staff in our staff handbook. This is reviewed annually and introduced to staff at the start of the year. The handbook is introduced to all new members of staff.

## **Pupils**

Pupils are expected, and will be supported, to:

- be involved in the development of the Policy to help them understand how it relates to them in an age or ability appropriate way;
- act in accordance with any relevant part of the Policy;
- experience a curriculum and environment which is respectful of diversity and difference and prepares them well for life in a diverse society;
- understand the importance of reporting discriminatory bullying and racially motivated incidents;
- help us ensure our peer support programme promotes understanding and supports pupils who are experiencing discrimination.

## **Visitors**

All visitors to the school, including parents and carers, are expected to support our commitment to equality and comply with the duties set out in this Policy. We will provide guidance and information to enable them to do this. Information will be placed on the school website.

## **10. Equal opportunities for staff**

This section deals with aspects of equal opportunities relating to staff. We are committed to the implementation of equal opportunities principles and the monitoring and active promotion of equality in all aspects of staffing and employment.

- All staff appointments and promotions are made on the basis of merit and ability and in compliance with the law.
- We are also concerned to ensure, wherever possible, that the staffing of the school reflects the diversity of our community.
- As an employer we strive to ensure that we eliminate discrimination and harassment in our employment practice and actively promote equality across all groups within our workforce.
- We respect the religious beliefs and practice of all staff, pupils and parents, and comply with reasonable requests relating to religious observance and practice.
- We ensure that all staff, including support, administrative staff, and others employed on a regular basis by external organisations, receive appropriate training and, where applicable, opportunities for professional development, both as individuals and as groups or teams.

## **11. Monitoring and reviewing the Policy**

We update and re-publish our Equality Policy as necessary, our school profile and objectives annually to account for the September intake or staffing changes and how they affect diversity in school, and the action plan no less than every 4 years. We will also review our action plan in brief annually in light of any new objectives to ensure our longer-term goals remain relevant.

## **12. Disseminating the Policy**

This Equality Policy, along with the Equality Objectives and related information, is available:

- on the school website.
- as paper copies in the school office.
- in the staff handbook.
- on display for visitors, including parents and carers.

We publish copies of relevant Policies and guidance, including those on behaviour, admissions and special educational needs, on our school website.

### 13. Complaints

Complaints arising from the operation of this Policy will be dealt with in line with the school's complaints procedure.

Complaints by staff will be dealt with under the Grievance Procedure, as appropriate. For more information please see.

We take all complaints seriously and will take appropriate action to eliminate discriminatory behaviour.

We will monitor complaints to help establish whether we are meeting our equality duties and report regularly to the Governing Body about the nature of complaints made and action taken.

#### REFERENCED STATUTORY AND NON-STATUTORY GUIDANCE

The following statutory and non-statutory guidance was used in research and/or referenced in formulating this Equality Policy, Objectives and Action Plan:

- [UN Convention on the Rights of the Child](#)
- [UN Convention on the Rights of People with Disabilities](#)
- [Human Rights Act 1998](#)
- [The Equality Act 2010 and Schools \(UK Gov Department for Education\)](#)
- [Public Sector Equality Duty: Guidance for Schools \(Equality and Human Rights Commission\)](#)
- [The Essential Guide to the Public Sector Equality Duty \(EHRC\)](#)
- [Technical guidance on the Public Sector Equality Duty: England \(EHRC\)](#)