

Equality Statement

School Vision, Values and Aims

Our school vision, values, aims and motto are rooted in the Church of England's Vision for Education; *Deeply Christian, Serving the Common Good.*

“An outstanding, values driven school, preparing children for modern Britain and a changing world.”

At Leckhampton Church of England Primary School, the children are at the heart of all we do and we believe that every child deserves the opportunity to be happy, feel valued and experience success. Our school actively celebrates the dignity and worth of each individual. Everyone is welcome into our school family and we aim to support all children in developing a love of lifelong learning, supported by our four Christian values.

Respect Compassion Responsibility Perseverance

These values are supported by our school aims;

- Develop values for life, enabling all pupils to respect themselves and others.
- Develop children's' understanding of what it means to be part of a community and how they can make a difference.
- Provide outstanding teaching and learning experiences which develop compassionate, confident and resilient learners.
- Provide a curriculum which is inspiring, creative and progressive.
- Equip our children with the skills needed to become curious, independent, lifelong learners.
- Provide an indoor and outdoor environment which stimulates curiosity and confidence.
- Positively establish strong links with schools and communities in other countries.
- Strengthen our engagement with the local Church and Diocese and other faith groups.
- Promote sustainability and ecological awareness.
- Provide professional development and training opportunities for Staff and Governors.
- Drive forward positive changes and support one another along the journey.
- Manage our financial and environmental resources responsibly; providing a safe, stimulating, eco-friendly and sustainable environment with the highest level of staffing and continued professional development.

Our commitment to equality

Leckhampton Primary School is an inclusive school. We aim to create a learning environment where children feel able to be themselves. All members of the school community should be free from discrimination of any sort and we are committed to our legal duties under the Equality Act 2010.

The School is fully committed to equality for all and we:

- Recognise and respect diversity.
- Foster positive attitudes and relationships, and a shared sense of belonging.
- Aim to reduce and remove inequalities and barriers.
- Observe good equalities practice, including staff recruitment, retention and development.

Legal Duties

a. Public Sector Equality Duty (PSED)

The Equality Act of 2010 introduced a single Public Sector Equality Duty (PSED), sometimes referred to as the general duty. In accordance with this duty the School will have due regard to the need to:

- eliminate discrimination, harassment and victimisation by removing or minimising disadvantages suffered by people due to their protected characteristic.

- advance equality of opportunity between people who share a protected characteristic and those who do not by taking steps to meet the needs of people from protected groups where these are different from the needs of other people.
- foster good relations across all protected characteristics, between people who share a protected characteristic and people who do not share it and encourage people from protected groups to participate in activities where their participation is disproportionately low.

The duty to have due regard means that thought will be given to the equality implication whenever significant decisions are being made or policies developed.

b. Specific Duties

Secondary legislation to support public authorities in meeting their obligations under PSED came into force in 2011. (The Equality Act 2010 (Specific Duties) Regulations 2011).

In accordance with this legislation the School will:

- publish information on how it complies with PSED (the School will not publish any information which identifies a pupil or employee.)
- prepare and publish equality objectives

Responsibilities

It is the responsibility of the Governing Body to review the scheme and plans, monitor implementation and ensure that none of the school's policies could lead to any form of discrimination. The Governing Body is also responsible for ensuring that the school complies with legislation.

The school's senior leadership team (SLT) draws up and implements the Equality statement and objectives. The SLT is also responsible for ensuring that all members of staff are aware of their responsibilities and are provided with relevant and appropriate training and support. The Head teacher is responsible for taking appropriate action in any cases of unlawful discrimination.

All members of staff are expected to promote a collaborative and inclusive ethos in their classrooms, to deal with any prejudice related incidents which may occur by following school policy, to identify and challenge bias and stereotyping in the curriculum, to support any pupils who require differentiation due to any aspect of equality and to keep up to date with equalities legislation relevant to their work. Members of staff with responsibility for aspects of the curriculum are also expected to keep their subject area under review to ensure that teaching and learning in that area reflects the following guiding principles.

Guiding Principles

In fulfilling our legal and moral obligations, the school is guided by key underlying principles:

- 1) *All learners are of equal value.*
All learners in our school community are of equal value irrespective of disability, gender, ethnicity, culture and belief. We have strategies in place to promote the participation of pupils in decision making and making a positive contribution to school life and will ensure that learners from diverse backgrounds are involved in shaping our provision and improving our practice.
- 2) *We recognise and respect diversity.*
Treating people equally does not necessarily involve treating everybody the same. Policies, procedures and activities do not discriminate but they may be differentiated where necessary to take account of variety in terms of needs, experience and background. This includes the removal of potential barriers or disadvantages which people may face in relation to disability, ethnicity and gender.
- 3) *We foster positive attitudes and relationships, and a shared sense of cohesion and belonging.*

Our intention is that all of our policies, procedures and activities should promote positive attitudes, good relations, positive interaction, mutual respect and an absence of bullying or harassment for all members of our community. We welcome diversity in our community and seek to celebrate our differences and develop understanding of and respect for the individuality of each member of that community.

4) *There is equality in the recruitment, retention and development of members of staff.*

Policies and procedures should benefit all employees and potential employees in recruitment, retention, promotion and continuing professional development regardless of age, gender, disability, ethnicity, culture or beliefs. This principle is made clear in the school's Equality Policy.

5) *We aim to reduce and remove any inequalities or barriers that may already exist.*

Through constant monitoring of all aspects of school life, we aim to identify any inequalities or barriers that may exist for any member of our community and take positive action to reduce or remove any such barriers or inequalities which may exist.

6) *We consult widely.*

We believe that all stakeholders should be consulted about policies which pertain to them as individuals. We therefore strive to involve and consult a range of stakeholders in the writing of new policies and the review of existing ones.

7) *Society as a whole should benefit.*

We intend that our policies, practices and activities should benefit society as a whole, including our school community, the local and national community and the wider global community to which we all belong. To this end, we aim to develop greater social cohesion and a greater participation in public life of all members of our community.

Staff Development and Training

All members of staff are entitled to continued professional development. We will ensure that all members of staff receive appropriate training in equalities issues as required, either individually or in groups. Opportunities for development in the knowledge and understanding of equalities issues will be actively sought.

Monitoring and Evaluation

The school collects a range of data, both qualitative and quantitative, relating to the implementation of this scheme, and will make adjustments accordingly. In particular, quantitative data relating to the attainment of learners is analysed and broken down in order to monitor and evaluate the attainment of particular groups of pupils within the school community. This data is used to target groups and individuals in need of additional or different support as outlined in the guiding principles above.

Equalities Objectives

Equalities Objectives are set every four years and progress is reviewed annually. The objectives are carefully chosen to suit our school circumstances and to contribute to the welfare of our pupils and the school community.

This Statement should be read in conjunction with:

Child Protection Policy

SEND Policy

Behaviour Policy

Anti-bullying policy

Accessibility Plan

Equality Objectives