

We ask that Christ will live in our hearts through faith
making us rooted and grounded in LOVE.

Ephesians 3

Our Vision

Our children will experience love, respect, faith and
success as unique individuals within our school
community

1. Policy statement

- In accordance with the Mission Statement and Vision of Great Marsden St John's we will ensure:
 1. equal human rights are respected for all;
 2. our pupils are educated regarding equality;
- We will assess our current school practices and implement all necessary resulting actions in relation to age (as an employer – but not applicable to pupils), disability, sex, gender reassignment, race, pregnancy and maternity, religion or belief and sexual orientation.

2. Statutory requirements

The equality objectives address our duties under current equality legislation, up to and including the Equality Act 2010.

3. Responsibilities

The Multi Academy Trust are responsible for:

- making sure the school complies with the relevant equality legislation;
- monitoring progress towards the equality objectives and reporting annually.

The Head teacher is responsible for:

- drawing up, publishing and implementing the school's equality objectives;
- making sure steps are taken to address the school's stated equality objectives;
- making sure the equality plans are readily available and that the governors, staff, pupils, and their parents/carer are aware of them;
- producing regular information for staff and governors about the plans and how they are progressing;
- making sure all staff know their responsibilities and receive training and support in carrying these out;

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Public Equality Statement 2021/22

- taking appropriate action in cases of harassment and discrimination, including prejudice-related incidents;
- enabling reasonable adjustments to be made, in relation to disability, in regard to students, staff, parents / carers and visitors to the school.

All staff are responsible for:

- promoting equality in their work;
- avoiding unlawful discrimination against anyone;
- fostering good relations between groups;
- dealing with prejudice-related incidents and reporting any concerns;
- being able to recognise and tackle bias and stereotyping;
- taking up training and learning opportunities.

It is against the law to discriminate against someone because of:

- Age
<https://www.equalityhumanrights.com/en/advice-and-guidance/age-discrimination>
- Disability
<https://www.equalityhumanrights.com/en/advice-and-guidance/disability-discrimination>
- gender reassignment
<https://www.equalityhumanrights.com/en/advice-and-guidance/gender-reassignment-discrimination>
- marriage and civil partnership
<https://www.equalityhumanrights.com/en/advice-and-guidance/marriage-and-civil-partnership-discrimination>
- pregnancy and maternity
- Race
<https://www.equalityhumanrights.com/en/advice-and-guidance/race-discrimination>
- religion or belief
<https://www.equalityhumanrights.com/en/advice-and-guidance/religion-or-belief-discrimination>
- Sex
<https://www.equalityhumanrights.com/en/advice-and-guidance/sex-discrimination>
- sexual orientation
<https://www.equalityhumanrights.com/en/advice-and-guidance/sexual-orientation-discrimination>

These are called protected characteristics.

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All employees and pupils are protected under the Equality Act 2010 from these types of discrimination.

More information can be found here

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/85041/equality-duty.pdf

Michaela Underwood is responsible overall for monitoring the recording of prejudice-related incidents against any of the protected characteristics.

In 2021/22 we aim to:

- To extend our links at a local, national and international level to increase children's awareness and understanding of the lives of others.
- To implement the requirements of the DfE Relationships Education, Relationships and Sex Education (RSE) and Health Education to meet the needs of our locality.
- To promote underrepresented groups within schools wider opportunities.
 - To ensure that staff have training to raise awareness of and staff understanding of their responsibility under the Equality Act.

These ambitions remain unchanged from last year's plan as COVID 19 cut the school year short.