



GNUZDEN St OSWALD'S CHURCH OF ENGLAND PRIMARY SCHOOL

EQUALITY POLICY

MISSION STATEMENT

Encouraging God's Children with Courage, Compassion and Creativity

OUR CORE VALUES

Kindness, Politeness, Patience, Respect, and Self-Control, all firmly rooted in Agape, Love

KINDNESS/POLITENESS

To teach our children to be kind and polite to all in good times and in adversity, as one has no idea what others are going through #justbenice

PATIENCE

To develop a community where God's love and grace can be reflected upon, and a positive peace of mind and purpose in life can be found

RESPECT

To foster respect and understanding for all in our school community, and compassion for those in the local and global communities

SELF-CONTROL

To teach our children to face challenges, developing resilience and empathy, whilst fostering self-confidence and a positive approach to learning

Our Vision

At St Oswald's we learn to develop a strong faith in the Lord our God in the knowledge that He has a plan and a purpose for each of us. We learn to reflect God's love in everything we do 'Stand firm in the faith and do everything with love' 1Corinthians 16:13

Background

In July 2016 a renewed vision for education was published by the Church of England. This document, *Deeply Christian, Serving the Common Good*, articulates the fundamental reasons, rooted deeply in the Bible, which have motivated centuries of Christian schooling in this country and across the world. This vision for the common good is for the whole human community and its environment, whether national, regional or local. It respects freedom of religion and belief, diversity and encourages others to contribute from the depths of their own traditions and understandings. It invites collaboration, alliances, negotiation of differences, and the forming of new settlements in order to serve the flourishing of a healthy society, democracy and education system.

Our school, Knuzden St Oswald's is a voluntary aided, one form entry, Church of England Primary situation on the border between Hyndburn in Lancashire and the unitary authority of Blackburn with Darwen. The school draws its pupils and diversity from both these areas. Our Mission Statement is 'Inspiring God's children with Courage, Compassion and Creativity'

Alongside the Diocesan Vision and Church of England Vision for Education, which specifically mentions the need to build community and promote dignity, our school seeks equality in all we do. Every person in our school community has been made in the image of God and is loved unconditionally by God. Everyone is equal in the sight of God and therefore we seek to love one another as Jesus loved others. Our school is a place where we seek to serve others in their unique difference and enable them to thrive.

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 appreciation of the value of difference. We actively seek to challenge discrimination and promote an anti-bullying stance which makes clear the unacceptability of discrimination in this way.

Legal Framework

We welcome our duties under the Equality Act 2010 to eliminate discrimination, advance equality of opportunity and foster good relations with regard to protected characteristics listed in the act. We welcome our duty under the Education and Inspections 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

Guiding Principles

Jesus was radical in His welcome of all and through Him, the Christian faith pioneered the concept of equality. Our approach to equality is based on the Christian belief that **everyone is equal, as we are known and loved by God unconditionally.**

All members of our school community are equal and we have due regard to the protected characteristics of:

- age
- disability
- ethnicity, culture, national origin or national status
- marriage and civil partnership
- gender and gender identity

- religion or belief
- sexual identity
- pregnancy and maternity

Treating people equally does not necessarily mean treating everyone the same. Our policies, procedures and activities must not discriminate, but they must take account of difference of life experience, outlook and background. They must also take into account any barriers or disadvantage that people face in relation to the protected characteristics.

We ensure that policies and procedures should benefit all employees and potential employees, for example in recruitment and promotion, and in the continuation of professional development. We recognise that certain roles in school have a genuine occupational requirement (GOR) for the postholder to be a practising Christian and ensure effective assessments of each role are carried out to see if a GOR applies.

We intend that our policies and activities should foster greater social cohesion and greater participation in public life of those with protected characteristics. We take opportunities to maximise positive impacts by reducing and removing inequalities and barriers that may already exist where appropriate.

Our school has used a variety of information, including the analysis of data to prepare objectives to tackle disadvantage and promote equality. These objectives have been set for the period September 2021 until September 2025.

- To monitor and analyse pupil achievement by race, gender and special educational need or disability and act on any trends or patterns in the data that require additional support for pupils
- To deliver a broad and balanced curriculum that provides opportunities for all pupils to achieve the highest standards of education, using resources dedicated to supporting pupils who need it most. We will deliver a programme of worship, visitors and educational visits to promote the ethos of equality to pupils and help them develop positive relationships with people of different characteristics
- To ensure that pupils are encouraged to take part in a full range of activities in school with equity and fairness of access and engagement

This policy is based on the model policy created by Blackburn Diocesan Board of Education. We ensure that the principles in this policy link with all other school policies, especially those that are concerned with:

- Pupil attainment, progress and achievement
- Personal development and wellbeing
- Teaching and learning
- SMSC and PSHE
- Admissions
- Attendance
- Recruitment, retention and professional development
- Care, guidance and support
- Special Education Needs and Disabilities
- Behaviour, bullying and exclusions
- Working with parents and the wider community

We follow Jesus' radical action of challenging injustice, discrimination, harassment and victimisation by:

- Ensuring that our School's Christian Vision and Values underpin everything we do. ***'Stand firm in the faith and do everything with love'*** 1 Corinthians 16.13. Our Fruits of the Vine are Kindness, Politeness, Respect, Patience and Self-Control. We also use our hashtag to support this #justbenice
- Ensuring that our Christian ethos drives our positive relationships
- Implementing policies that challenge prejudicial behaviours and promote equalities, especially in relation to bullying
- Ensuring that our curriculum is designed to promote equality and raise awareness of protected characteristics

We follow Jesus' radical action of welcome by advancing equality of opportunity between different groups and meet our legal duty by:

- Implementing policies and practices that promote equality
- Monitoring all aspects of our work to identify potential inequalities
- Being alert to the potential impact of any negative, prejudicial language or behaviour on particular pupils and groups of pupils

We follow Jesus' radical action of universal and unconditional love to promote good relations by:

- Encouraging listening to each other's views
- Ensuring that our policies, procedures and activities promote equality
- Encouraging positive attitudes towards those with protected characteristics and strongly challenging any discrimination in these areas
- Encouraging respectful debate on matters where there may be differences in religious belief and practice
- Encouraging good dialogue between groups and communities where there are differences in ethnicity, culture, religious affiliation, national origin or status.
- Encouraging mutual respect and good relations between genders

We ensure that this policy, together with our vision and Christian values are known to all staff and governors, parents and carers, and, as appropriate, all pupils. This policy is available on the school website. The governing body is responsible for ensuring that the school complies with all legislation and that this policy and its related procedures and action plans are implemented.

The headteacher is responsible for implementing this 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 case of unlawful discrimination.

All staff are expected to:

- Promote an inclusive and collaborative ethos in their classroom
- Deal with any prejudice-related incidents that may occur
- Plan and deliver curricula and lessons that reflect the principles discussed in this policy
- Keep up to date with equalities legislation relevant to their work.

Pupils are expected to positively engage with each other and to live out the Christian ethos of the school.

Parents, carers and visitors will be informed of the school's policies and procedures with regard to equalities and are expected to be active partners in supporting the school.

We ensure that all staff, receive appropriate training and opportunities for professional development, both as individuals or as groups and teams.

Breaches of this policy will be dealt with in the same way that breaches of other school policies are dealt with, as determined by the headteacher and the governing body.

AG September 2021

Review: September 2022