

## **St Bartholomew's Equality Statement.**

At St Bartholomew's we take every possible opportunity to celebrate and promote equality and diversity in our ever changing world. We firmly believe that in order for children to grow up and be respectful towards each and every person they meet in life, this must be taught in school and be promoted amongst the wider community. Everyone who comes into contact with our school has the right to do so, feeling that they are a welcome addition and that they will receive the respect that they deserve. At St Bartholomew's everyone is welcome!

### **Public Sector Equality Duty**

The Equality Act of 2010 requires us to publish information that demonstrates that we have due regard for the need to **eliminate unlawful discrimination, harassment, victimisation** and any other conduct prohibited by the Equality Act 2010. As a school we pride ourselves in being able to:

- **Advance equality of opportunity** between people who share a protected characteristic and people who do not share it
- **Foster good relations** between people who share a protected characteristic and people who do not share it.
- **Consult with a wide variety of stakeholders** regarding the decisions that we make to promote equality and eliminate discrimination; including families, pupils, staff and members of the local community.

We understand the principle of the Act and the work needed to ensure that those with protected characteristics are not discriminated against and are given equality of opportunity.

A protected characteristic under the act covers the groups listed below:

- age
- disability
- race or racial group (including colour, nationality and ethnic origin or national origins)
- religion or belief
- sex
- Marriage and Civil Partnership
- gender reassignment
- pregnancy and maternity
- sexual orientation
- caring responsibilities
- social class or
- Trade union activity

St Bartholomew's C of E Primary School I is an inclusive school where we focus on the well-being and progress of every child and where all members of our community are of equal worth. The children and all key stakeholders are at the heart of everything we do. The protected characteristics are weaved through our PSHE curriculum and the day to day routines of life at St Bartholomew's and also link to our work on British Values.

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 of different groups.

### **Key Principles**

Our approach to equality is based on the following key principles - these help us to eliminate discrimination:

1. All learners are of equal value.

2. We recognise, respect and celebrate difference.
3. We foster positive attitudes and relationships and a shared sense of cohesion and belonging.
4. We observe good equalities practice in staff recruitment, retention and development.
5. We aim to reduce and remove inequalities and barriers that already exist.
6. We have the highest expectations of all our children.

### **Equality Objectives**

We are committed to ensuring equality of education and opportunity for all pupils, staff, parents and carers, irrespective of race, gender, disability, belief, religion or socio-economic background. Should anyone feel any effects of inequality at St Bartholomew's, we will seek to obtain the person's views and make the necessary adjustments to ensure that the feeling of inequality is eliminated.

In order to further support pupils, raise standards and ensure inclusive teaching, we have set the following objectives:

**Objective 1:** To raise attainment in Reading for SEND pupils acting on the data that indicates that these pupils require support.

**Objective 2:** To raise attendance levels of children from White Eastern European backgrounds and children with SEND support acting on the data that indicates that these pupils require support.

**Objective 3:** To achieve the anti-racism award

**Objective 4:** To increase stakeholder awareness of the protective characteristics and the impact that this can have on opportunity, success, involvement and equality.

All of the above information is also discussed as part of staff induction to our school as it sits at the heart of everything we do. Equal opportunities for all is always discussed at safeguarding, inclusion and governors meetings too. If you would like discuss anything to do with Equality and Diversity with us, please book an appointment to come in and see us. You will be able to find our Equality and Diversity Policy in the Policies section of the website. [Click for link](#)

In addition to pupils with protected characteristics, we gather further information on the following groups of pupils

- Pupils eligible for Free School Meals (FSM) and Pupil Premium (PP)
- Pupils with Special Educational Needs (SEN)
- Disadvantaged groups
- Pupils with English as an Additional Language (EAL)
- Young Carers
- Looked After Children
- Other Vulnerable Groups.

### **How St Bartholomew's eliminates discrimination and other conduct that is prohibited by the Act.**

St Bartholomew's gives careful consideration to equality issues in everything that we do. 'Due regard' ensures that we work towards eliminating discrimination, harassment and victimisation and other conduct that is prohibited by the Equality Act

We are committed to working for equality for all our stakeholders to meet our duties under the Equality Act 2010.

We eliminate discrimination by:

- Adoption of the single Equality Scheme
- Our behaviour policy ensures that all children feel safe at school and addresses prejudicial bullying
- Reporting, responding to and monitoring all racist incidents
- Regularly monitoring the curriculum to ensure that the curriculum meets the needs of our pupils and that it promotes respect for diversity and challenges negative stereotyping
- Teaching is of the highest quality to ensure children reach their potential and all pupils are given equal entitlement to success.
- Tracking pupil progress to ensure that all children make rapid progress and intervening when necessary.
- Ensuring that all pupils have the opportunity to access extra-curricular provision.
- Listening to and monitoring views and experiences of pupils and adults to evaluate the effectiveness of our policies and procedures.

**Advancing equality of opportunity between people who share a protected characteristic and people who do not share it.**

We advance equality of opportunity by:

- Using the information we gather to identify underachieving groups or individuals and plan targeted intervention.
- Ensuring participation of parents / carers in school development
- Listening to parents / carers
- Listening to pupils at all times.

**Fostering good relations across all characteristics – between people who share a protected characteristic and people who do not share it**

We foster good relations by:

Ensuring that St Bartholomew's of E Primary School is seen as a community school within our local community

Ensuring that equality and diversity are embedded in the curriculum and in collective worship.