

**Equality Policy**

**St Stephen’s (Kearsley Moor)**

**C E Primary School**

**Reviewed 2022**

ST STEPHEN’S (KEARSLEY MOOR) C E ScHOOL

EQUALITY POLICY

1. Introduction

1. **St Stephen’s (Kearsley Moor) CE Primary School** is a diverse school, where people from many different backgrounds and cultures work together. This school and its partners have a longstanding commitment to celebrating this diversity, promoting good relations between our diverse communities, and ensuring that its services are appropriate and accessible for everyone.
2. We want the school to be a place where every child is able to achieve their potential, regardless of their background, their circumstances, or where they live.
3. The school welcomes the Equality Act 2010, which restates the important role that we all play in tackling inequality and building strong and confident communities. This policy statement describes how the school responds to the requirements of the Equality Act 2010.

2. The legislative context: The Equality Act 2010

1. The Equality Act 2010 (‘the Act’) sets out the law around equality matters in Great Britain. The Act provides protection against discrimination for the following range of diversity groups (or ‘protected characteristics’):

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| --- | --- |
| * Age
 | * Sexual orientation
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| * Disability
 | * Religion or belief
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| * Sex/gender
 | * Pregnancy and maternity
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| * Gender reassignment
 | * Marriage and civil partnership
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| * Race (including ethnic or national origins; colour; nationality)
* Transgender – The LA Safeguarding Team are currently working on guidance. If we were to have a pupil in this situation then we would ensure that our provision was addressed so that their needs were met. We would also seek advice from our LA Safeguarding Education Team (SET).
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1. In addition to the protected characteristics set out by the Act, the school believes it is also important to consider caring status and socio-economic conditions as part of its work around equality.
2. Under the terms of the Equality Act the school has a general duty to show that it has ‘due regard’ to:
* Eliminating unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Act
* Advancing equality of opportunity between people who share a protected characteristic and people who do not share it
* Fostering good relations between people who share a protected characteristic and people who do not share it

3. The school’s response to the Equality Act 2010

1. As set out in section 1, the school welcomes the provisions of the Equality Act 2010, and the emphasis which this places on local authorities as drivers of equality in their local areas.
2. As an employer, we strive to create a culture where diversity is respected and celebrated. We aim to:
* Ensure that all of our policies and processes are fair and help to advance opportunity between staff from all groups.
* Reaffirm that effective leadership and operational delivery on equalities matters is a core competency for the leadership team, and ensure that they are aware of and have the training and information they need to fulfil their obligations under equality legislation.
* Ensure that all staff have the appropriate training to support and respect the differing needs of our diverse communities. This is particularly important for those staff members who are working with vulnerable children, and those at risk of social exclusion.
* Have a workforce which is broadly representative of the local population in the long-term.
* Seek to ensure that our workforce is representative across all levels, including the highest tiers.
* Create an environment in which employees from across the range of protected characteristics feel satisfied with and supported in their work.
1. The school’s equality duties include eliminating discrimination through the application of a robust policy framework that underpins our roles as employer and service provider:
2. **Eliminating discrimination in the workplace**

Our policies are clear about eliminating discrimination in the workplace by ensuring that fair and equal opportunity is afforded to staff from all groups and that individuals have recourse to an objective Panel hearing, if necessary, to test any issue of fairness in relation to conduct, treatment or behaviour at work. Further, all matters relating to employment terms and conditions are determined in consultation with the recognised Trades’ Unions through a system of collective bargaining, which ensures that matters of collective equity are addressed from inception.

Those policies which are most pertintent to equalities matters are listed below:

* Anti-harassment policy statement
* Managing Capability procedure
* Code of conduct policy
* Dismissal and disciplinary procedure
* Domestic violence policy
* Ex-offenders policy
* Flexible working request policy
* Grievance procedure
* Leave of absence policy
* Managing sickness absence framework
* Maternity and paternity policies
* Recruitment and selection code of practice
* Religious observance guidance
* Redundancy policy
* Retirement procedure
* Whistleblowing policy
1. **Eliminating discrimination as a service provider**

As a school, our services are based on a firm and objective understanding of children’s needs and the recognition that, while we would expect all children to receive an equitable standard of service, different children will have differing needs and requirements.

1. **Advancing equality of opportunity**

As an employer, the school has an opportunity to advance equality of opportunity in employment, both as an individual employer; and as a member of the employer community in Bolton.

Within the workplace, we believe that having an organisational culture where diversity is respected and supported is essential. We aim to provide a comprehensive package of training around equalities matters for all our managers, built into our package of essential skills and knowledge for those in leadership roles.

1. **Fostering good relations**

The school has an important role in the community, and fostering good relations is a central part of our work to build community and social cohesion in the local area. Engaging effectively with our communities is central to our success, since this helps us to understand the issues which are of importance to our communities.

**Equality Objectives Statement 2022**

**Opening Statement**

At **St Stephen’s CE Primary School** we welcome our duties under the Equality Act 2010. The school’s general duties, with regards to equality are:

* Eliminating discrimination.
* Fostering good relationships.
* Advancing equality of opportunity.

We will not discriminate against, harass or victimise any pupil, prospective pupil, or other member of the school community because of their:

* Gender.
* Race.
* Disability.
* Religion or belief.
* Sexual orientation.
* Gender reassignment.
* Pregnancy or maternity.

St Stephen’saims to promote pupils’ spiritual, moral, social, and cultural development, with special emphasis on promoting equality, diversity and eradicating prejudicial incidents for pupils and staff. Our school is committed to not only eliminating discrimination, but also increasing understanding and appreciation of diversity.

**St Stephen’s** believes that a greater level of success from pupils and staff can be achieved by realising the uniqueness of individuals. Creating a prejudice-free environment where individuals feel confident and at ease is a commitment of the school. This environment will be achieved by:

* Being respectful.
* Always treating all members of the school community fairly.
* Developing an understanding of diversity and the benefits it can have.
* Adopting an inclusive attitude.
* Adopting an inclusive curriculum that is accessible to all.
* Encouraging compassion and open-mindedness.

We are committed to having a balanced and fair curriculum. We believe that our pupils should be exposed to ideas and concepts that may challenge their understanding to help ensure that pupils learn to become more accepting and inclusive of others. Challenging and controversial concepts will be delivered in a way that prevents discrimination, and instead promotes inclusive attitudes. We will also respect the right of parents to withdraw their children from classes which pose conflicts to their own beliefs.

**Dealing with Prejudice**

**St Stephen’s** does not tolerate any form of prejudice-related incident. Whether direct or indirect, we treat discrimination against all members of our school with the utmost severity. When an incident is reported, our school is devoted to ensuring appropriate action is taken and a resolution is put into place which is both fair and firm.

At our school, pupils are taught to be:

* Understanding of others.
* Celebratory of cultural diversity.
* Eager to reach their full potential.
* Inclusive.
* Aware of what constitutes discriminatory behaviour.

The school’s employees will not:

* Discriminate against any member of the school.
* Treat other members of the school unfairly.

The school’s employees will:

* Promote diversity equality.
* Encourage and adopt an inclusive attitude.
* Lead by example.

**Equality and Dignity in the Workplace**

 **St Stephen’s CE Primary School** does not discriminate against staff with regards to their:

* Age.
* Disability.
* Gender reassignment.
* Marital or civil partner status.
* Pregnancy or maternity.
* Race, colour, nationality, ethnic or national origin.
* Religion or belief.
* Sex or sexual orientation.

Equality of opportunity and non-discrimination extends to the treatment of all members of the school community. All staff members are obliged to act in accordance will the school’s policies relating to equality.

We will guarantee that no redundancy is the result of direct or indirect prejudice. All disciplinary procedures are non-prejudicial, whether they result in warnings, dismissal, or any other disciplinary action.

Prejudice is not tolerated at **St Stephen’s CE Primary School** and we are continuously working towards a more accepting and respectful environment for our school community.

The school’s Equal Opportunities Policyfurther outlines the school’s policies regarding equality.