



## **Lewknor Church of England Primary School Equality Policy (including Equality Objectives) February 2024 – Review February 2027**

### **Christian Vision**

Building strong foundations for a happy and successful life.

Like the wise man who built his house on rock (Matthew 7: 24-27), we seek God's wisdom to enable us to nurture our school community so that all can flourish and achieve their best in every aspect of school life.

### **Promoting equality within school**

Every person in our school community has been made in the image of God and is loved unconditionally by God. Everyone is equal and we treat each other with dignity and respect. Our school is a place where everyone should be able to flourish in a loving and hospitable community. Each person in all their unique difference should be able to thrive, irrespective of physical appearance, gender, race, religion, ethnicity, socio-economic background, academic ability, disability, sexual orientation or gender identity.

We are committed to promoting the understanding of all 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 appreciating the value of difference. We actively seek to challenge discrimination and we promote an anti-bullying stance which makes clear the unacceptability or racist, disablist and homophobic, biphobic and transphobic bullying and language.

### **Legal framework**

We welcome our duties under the Equality Act 2010 to eliminate discrimination, advance equality of opportunity and foster good relations in relation to age, disability, gender reassignment, race, religion, sex and sexual orientation.

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 the People with Disabilities, and the Human Rights Act 1998.

### **Roles and responsibilities**

The governing board will:

- Ensure that the equality information and objectives as set out in this statement are published and communicated throughout the school, including to staff, pupils and parents

- Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the headteacher

The headteacher will:

- Promote knowledge and understanding of the equality objectives among staff and pupils
- Monitor success in achieving the objectives and report back to governors

All school staff are expected to have regard to this document and to work to achieve the objectives as set out at the end of this document.

Our approach to equality is based on the following key principles.

- To provide a positive and caring environment within the whole school, reflecting the ethos and the overall aims based on Christian values
- To act positively and have due regard to the need to challenge and eliminate unlawful discrimination within school and the community
- To promote spiritual, moral, social and cultural development with particular reference to issues of equality and diversity
- To promote cultural development and understanding through a rich range of experiences
- To promote equality of opportunity in the admission of children to the school
- To admit children regardless of gender, race, religion, social group, disability or special needs while ensuring a high standard of educational support for all children on the school roll
- To promote values and attitudes that relate to equal opportunities
- To tackle prejudice and promote understanding in relation to people with disabilities

We recognise the need to encourage children to develop:

Respect for self

- A positive self-image
- A confident sense of their own identity
- A willingness to express their own thoughts, feelings and ideas
- Recognition of their own achievements
- Knowledge of the achievements of their own gender/culture/social group

Respect for others

- A respect for the equal rights of others
- A sympathetic understanding of others ideas, feelings and points of view
- An appreciation of the achievements of other individuals regardless of social or ethnic group
- A recognition of the damaging effects on rejected individuals and groups of prejudice and discrimination
- An understanding of the dangers of stereotyping individuals and groups

### Advancing equality of opportunity

As set out in the DfE guidance on the Equality Act, the school aims to advance equality of opportunity by:

- Monitoring attainment data that shows how pupils with different characteristics are performing
- Analyse the data to determine strengths and areas for improvement

## Fostering good relations

The school aims to foster good relations by:

- Promoting tolerance, friendship and understanding of a range of religions and cultures through different aspects of our curriculum. This includes teaching in RE, citizenship and personal, social, health and economic (PSHE) education, but also activities in other curriculum areas. For example, as part of teaching and learning in English/reading, pupils will be introduced to literature from a range of cultures
- Holding assemblies dealing with relevant issues. Pupils will be encouraged to take a lead in such assemblies and we will also invite external speakers to contribute
- Working with our local community. This includes inviting leaders of local faith groups to speak at assemblies, and organising school trips and activities based around the local community
- Develop links with people and groups who have specialist knowledge about particular characteristics, which helps inform and develop our approach

## Equality considerations in decision-making

The school ensures it has due regard to equality considerations whenever significant decisions are made.

The school always considers the impact of significant decisions on particular groups. For example, when a school trip or activity is being planned, the school considers whether the trip:

- Cuts across any religious holidays
- Is accessible to pupils with disabilities
- Has equivalent facilities for boys and girls

## Lewknor Church of England Primary School Equality Objectives 2024-2027

### Introduction

This document describes how Lewknor Church of England Primary School intends to fulfil its responsibilities under the Public Sector Equality Duty with regard to its workforce. The Equality Objectives will be published on the Policies page of the school website.

ACTIONS	PROGRESS
Review the Equality Policy. Policy to be made available to all stakeholders through school website, newsletter and staff meetings.	By February 2027.
Narrow the attainment gap for disadvantaged children by ensuring increased opportunities and improved outcomes. Closely monitor the attainment and progress of disadvantaged children.	Analysis of teacher assessments (at least three times a year) and annual data. Gap to close for specific groups. All staff and governors are aware of progress of different groups.
Promote positive images, which reflect the diversity of the school and community in terms of race, gender and disability, for example in assemblies / collective worship, books, learning materials and in classroom / corridor displays.	Our school's diversity to be reflected in school displays across all year groups – on-going. Pupils to have enriching experiences which help celebrate diversity.