

'Roots to Grow and Wings to Fly'

St Bartholomew's C of E Primary School

Equality Policy



Date of Last review: GB5 2023

Headteacher signed: *Georgia Conrad*

Date: 02/05/23

Chair of governors signed: *C Govier*

Date: 02/05/23

As a proud Church school, we are rooted in love. We aspire to nurture and help our children flourish as respectful, compassionate citizens who seek to positively contribute to our local community and the world beyond. Our school family model our Christian values of RESPECT, COMPASSION, TRUST, FORGIVENESS, ASPIRATION, HOPE and COURAGE.

We strive to help our children experience 'life in all its fullness' as expressed in John 10:10.

Our vision links to the parable of the mustard seed in Matthew 13: 31-32. For seeds to grow, they need solid, firm and strong roots. In this parable, Jesus explains that a mustard seed is one of the smallest seeds, yet when planted in the ground, it grows into one of the largest garden plants, so big, that birds can perch on its branches. From small beginnings, the kingdom of God has grown and spread across the whole earth. From small beginnings, we seek to give our children strong roots that allow them to thrive and flourish, giving them the wings to fly as they seek to experience 'life in all its fullness' as expressed in John 10: 10.

Our children will be given the 'ROOTS TO GROW' through our Christian Values and Golden Rules:

- **Stay Safe**
- **Try our best**
- **Be happy and believe in yourself**
- **Always be sensible and helpful**
- **Respect our school and each other**
- **Treat each other kindly**

- **Strive to make our school outstanding**

These roots give our children the 'WINGS TO FLY'. This means:

- **Having the ability to live in and value a diverse society**
- **Children realise their potential and seek to be the best they can be**
- **Having the confidence to make informed choices and think for yourself disagreeing well,**
- **Being aware of your own gifts and using them well**
- **Valuing the local community and world in which they live and making a positive contribution**
- **Recognising and celebrating the good in everybody and everything**

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, socioeconomic background, academic ability, disability, sexual orientation or gender identity. 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 appreciating the value of difference. We actively seek to challenge discrimination and we promote an anti-bullying stance which makes clear the unacceptability of racist, disablist and homophobic, biphobic and transphobic bullying and language.

Legal framework

1. We welcome our duties under the Equality Act 2010 to eliminate discrimination, advance equality of opportunity and foster good relations in relation to age (as appropriate), disability, gender identity, race, religion, sex and sexual orientation.
2. 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

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

As a proud Church school, we are rooted in love. We aspire to nurture and help our children flourish as respectful, compassionate citizens who seek to positively contribute to our local community and the world beyond. Our school family model our Christian values of RESPECT, COMPASSION, TRUST, FORGIVENESS, ASPIRATION, HOPE and COURAGE.

Development of the policy

This policy was developed in line with our School Christian Vision which has just been consulted on with all stakeholders. The Church of England document 'Valuing All God's Children' was discussed. The current context of our school and Community and Safeguarding all our children was considered in line with 'Keeping Safe in Education.'

Links to other policies and documentation

We ensure that the principles listed above apply to all of our policies and practice including those that are concerned with: SEND, Pupils' progress, attainment and achievement | Pupils' personal development and emotional wellbeing | Teaching styles and strategies | SMSC and PCSHE | Admissions and attendance.

Recruitment, retention and professional development | Care, guidance and support | Special educational needs | Relationships and Behaviour, discipline and exclusions | Bullying and addressing prejudice related bullying | Working in partnership with parents, carers and guardians | Working with the wider community. We also ensure that information about our responsibilities under the Equality Act are included in our school development plan, self-evaluation review, the school prospectus, school web site and newsletters.

Our actions

To eliminate discrimination, harassment and victimisation:

We meet our legal duty and live out our guiding principles listed above by: opposing prejudice and prejudice related bullying, taking account of equality with regards to the way the school provides facilities and services, taking account of equality with regards to attendance policies, actively promoting equality and diversity and creating an environment of dignity and respect.

To advance equality of opportunity between different groups

We meet our legal duty and live out our guiding principles listed above by: being alert to the potential impact of any negative, prejudicial language or behaviour on particular pupils and groups of pupils.

To foster good relations

We meet our legal duty and live out our guiding principles listed above by:

Preparing our pupils to live well together, promoting and teaching British Values respecting diversity and equality, challenge discrimination and prejudice and listen to and treat others with dignity and respect.

Other ways we address equality issues | Having an Equalities Leader (SENDco) who looks at all policies and procedures with Equality at the forefront | Sharing books around a range of equality issues| working with agencies to support and promote equality e.g. EMATES, StoryTree and RAISE.

Disseminating the policy

We ensure that this policy is known to all staff and governors, parents and carers and, as appropriate, to all pupils. This policy, our equality objectives and data are all available on our school website.

Roles and responsibilities

The governing body are responsible for reviewing this policy annually and ensuring that its contents are upheld.

The headteacher and senior leadership team are responsible for ensuring that the policy is in action and the staff abide by the principles and practice. Any behaviour from pupils that challenges this will be dealt with in line with our Relationships and Behaviour and Anti-Bullying policies all which are underpinned by our Christian vision and values.

Teaching and support staff model the principles and practice in this policy and support pupils in living out our Christian Vision promoting and celebrating diversity and challenging and educating pupils who demonstrate any behaviours that may harm emotionally, physically, mentally.

Pupils are surrounded by the Christian ethos of the school, abiding by our golden rules which embody our vision:

- **Stay Safe**
- **Try our best**
- **Be happy and believe in yourself**
- **Always be sensible and helpful**
- **Respect our school and each other**
- **Treat each other kindly**
- **Strive to make our school outstanding**

Parents and carers and visitors are expected to abide by this policy and the Zero Tolerance and Dignity at Work Policy. Any breach of this will be challenged and managed in line with policy and our values.

Staff development and training

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

Breaches of the policy

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 governing body.

Monitoring and evaluation

The school evaluates the equality objectives and equality data and how this policy is reviewed every four years and the data is published annually on the school website.