

## School Statement on Equality

# THE CANONS C of E PRIMARY SCHOOL



Adopted by the Governing Board:

\_\_\_\_\_ Head Teacher

Date: July 2018  
Date of Next Review:

## **The Canons C of E Primary School Statement on Equality**

The Canons C of E Primary School is committed to equality both as an employer and a service - provider. We aim to make sure that no - one experiences harassment, less favourable treatment or discrimination because of their age, any disability they may have, their ethnicity, colour or national origin, their gender, their gender identity or reassignment, their marital or civil partnership status, being pregnant or having recently had a baby, their religion or beliefs, their sexual identity and orientation.

### **We are committed to**

- Ensuring that everyone is treated fairly and with respect.
- Making our school a safe, secure and stimulating place for everyone.
- Consulting and involving people from different groups in our decisions, for example, through talking to pupils and parents/carers and through our School Council.
- Recognising that people have different needs and that promoting equality will involve addressing those needs rather than treating everyone the same.

We welcome the emphasis in the Ofsted inspection framework on the requirement for leaders to promote equality of opportunity and diversity, resulting in a positive school culture, working together to prevent discriminatory behaviour.

We welcome our duty under the Equality Act 2010 which 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
- 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.

This statement meets our specific duty to publish information every year which sets out how we are doing this.

**Please also see our Accessibility Plan which can be found on our Website**

## **PART 1: INFORMATION**

- Pupil population
- Prejudice related incidents and bullying
- Exclusions

### **Staff**

## **PART 2: HOW WE ARE MEETING OUR EQUALITY DUTY TO ADVANCING EQUALITY, ELIMINATE DISCRIMINATION AND FOSTER GOOD RELATIONSHIPS**

The information and data provided shows that we give careful consideration to advancing equality in everything that we do and the steps we are taking to eliminate discrimination, harassment and victimisation and other conduct that is prohibited by the Equality Act 2010.

### **Record keeping and monitoring**

- We keep an accurate record, when possible and appropriate, of the protected characteristics of our pupils and employees.
- We keep a record of prejudice related incidents and bullying.
- We keep a record of exclusions

### **Policies which particularly contribute to the promotion of equality**

- School Behaviour Policy
- Anti-bullying and harassment (this includes cyber-bullying and prejudice based bullying)
- Special Educational Needs Information Statement
- Complaints Procedure - sets out how we deal with complaints relating to our school.
- Staff discipline and grievance
- ICT & E-safety Policy
- Teaching and Learning Policy

### **Curriculum**

- Is highly positive, offering memorable experiences and rich opportunities that contribute to pupils' spiritual, moral, social and cultural development.
- Includes a broad range of areas of study within Citizenship, PSHE and Well Being Education, to eliminate discrimination, harassment and victimisation.

- Encourages children to think about the world in which they live and to broaden their understanding of others' beliefs, cultures and faiths. (Examples or links to other parts of the school website)
- Promotes British Values of democracy, rule of law, individual liberty, mutual respect and tolerance of those of different faiths and beliefs.
- Makes use of resources which challenge stereotypes.

### **Engagement / Consultation**

- We have a vibrant School Council which represents the profile of our school population and ensures that pupils have a direct voice to discuss matters that relate to their concerns and overall well-being
- We have a successful strategy for engaging with our parents and carers, including those who might traditionally find working with the school difficult.

### **Disability**

We are committed to working for the equality of people with disabilities

Please see Accessibility Plan, SEN Information statement and policy for supporting children with medical needs

- We support learners with disabilities by meeting their individual needs, through meeting with parents and carers with specialists to draw up individual support plans. These needs are then cascaded to all staff that come into contact with the child to ensure their needs are fully met.
- Children with disabilities are supported and enabled to take part in all school events, trips and sports days.
- We use assemblies and curriculum resources to provide positive images and perceptions of people with disabilities e.g.
- In planning any maintenance and refurbishment we consider 'general' adjustments which may be needed for pupils with disabilities 'generally'.

### **Ethnicity and Race (including EAL learners)**

We are committed to working for the equality of people from different ethnic and racial backgrounds

## **Religion and belief**

At The Canons C of E School we are committed to working for equality for people based on their religion, belief and non-belief. We respect the religious beliefs and practice of all staff, pupils and parents and we comply with reasonable requests relating to religious observance and practice.

### **What we are doing to eliminate discrimination, promote equality of opportunity and foster good relationships**

- How the curriculum supports pupils to build their sense of identity and belonging, which help them flourish within their communities as citizens in a diverse society.
- How we promote inclusion for all our faith groups in all parts of the curriculum.
- Visits to local places of worship and opportunities to engage with different religious and spiritual communities around us
- Involvement of parents and families in celebrations based on the different religions. These have included special assemblies, displays, talks and sharing experiences and customs around significant festivals.

## **Sexual Identity and Orientation**

We are committed to advancing the equality of people whatever their sexual identity or orientation and promoting good relationships among them.

### **What we are doing to eliminate discrimination, promote equality of opportunity and foster good relationships**

- Use of teaching and learning curriculum resources to provide positive examples as well as images of differing
  - Family set-ups e.g. same sex parents
  - Sexual orientation
  - Gender identity
- Examples of how the curriculum – including Diversity and Identity Education – supports all pupils to understand, respect and value differences in sexual orientation, gender identity and non-traditional family structures and challenges stereotypes and discrimination.
- Work to eliminate homophobic, bi-phobic and transphobic bullying / harassment / name calling on the basis of sexual identity and orientation.
- Arrangements in place to support pupils with gender identity issues.

### **PART 3: OUR EQUALITY OBJECTIVES**

The Equality Act 2010 requires us to publish specific, achievable and measurable equality objectives. Our equality objectives are based on our analysis of data and other information. Our equality objectives focus on those areas where we have agreed to take action to improve equality and tackle disadvantages. We will regularly review the progress we are making to meet our equality objectives.