



Puttenham  
Church of England School

## Equality Policy

**Date of Policy: Summer 2022**

**Date of Next Review Annual: Summer 2025**

**Governing Body responsible: Full Governing Body**

***'Our village school strives to provide the best possible education for its children in a caring and happy Christian community.'***

### Introduction

This policy sets out the school's approach to promoting equality, as defined within the Equality Act (2010). It covers sex, race, disability, religion or belief, sexual orientation, those who are undergoing or who have undergone gender reassignment and the school's statutory duty to produce a Single Equality Scheme from April 2012.

The policy covers:

- Aims and values
- The school's overall approach to promoting equality, diversity and tackling discrimination
- Specific reference to sex, race, disability, religion or belief, sexual orientation, those who are undergoing or who have undergone gender reassignment
- Roles and responsibilities
- Monitoring, reviewing and assessing impact.

### Equality – Aims and Values

The school aims to provide equality and excellence for all in order to promote the highest possible standard as promoted in our mission statement and based on the school's Christian core values of love, resilience, hope, respect and wisdom.

### The School's Approach to Promoting Equality

The school seeks to pursue its equality duties to eliminate unlawful discrimination and harassment, promote equality of opportunity, and promote good relations and positive attitudes between people of diverse backgrounds in all its activities.

It will ensure that no pupils, staff, parents, guardians or carers or any other persons through their contact with the school receive less favourable treatment on any grounds which cannot be shown to be justified. This includes the protected characteristics identified within the Equality Act (2010) i.e. sex, race, ethnic origin, disability, religion or belief, sexual orientation, those who are undergoing or who have undergone gender reassignment.

Equality Policy.

The principles of this policy apply to all members of the extended school community, pupils, staff, governors, parents and community members.

## **A Cohesive Community**

The school promotes community cohesion.

The school aims to:

- promote understanding and engagement between communities, especially diverse local communities
- encourage all children and families to feel part of the wider community
- understand and respond to the needs and hopes of all our communities
- tackle discrimination
- increase life opportunities for all
- ensure learning, teaching and the curriculum explore and address issues of diversity.

## **Roles and Responsibilities**

### **School governors are responsible for:**

- making sure the school complies with current equality legislation
- making sure that this policy and its procedures are followed
- reviewing and updating the policy and plan as agreed

### **The Headteacher is responsible for:**

- making sure the policy is readily available and that the governors, staff, pupils and their parents/carers know about it
- making sure its procedures are followed
- producing regular information for staff and governors about the policy and how it is working, and providing training for them on the policy, if necessary
- making sure that all staff know their responsibilities and receive training and support in carrying these out
- taking appropriate action in cases of harassment and discrimination
- ensuring the school's Home School Agreement incorporates these principles
- ensuring visitors and contractors know and follow this policy
- keeping up to date with the law on discrimination.

### **All school staff are responsible for:**

- following good practice, dealing with discriminatory incidents and being able to recognise and tackle bias and stereotyping
- promoting equality and avoiding discrimination against anyone
- taking equality and diversity training and learning opportunities.

### **Pupils will be involved with:**

- keeping equality and diversity issues on the school council agenda, through a shared input with staff on developing policies relating to this area. This may include:
  - the anti-bullying policy and specific racist and homophobic bullying
  - developing school/class rules which challenge discriminatory behaviour

**Parents/Carers are responsible for:**

- ensuring that the Parent, School Association pay due regard to inclusive practice
- reading and contributing to school policies and supporting their implementation

**Responsibility for overseeing equality practices in the school lies with the headteacher and the governing body. Report on equality practices will form part of the committee agendas.**

Responsibilities include:

- coordinating and monitoring work on equality issues
- dealing with and monitoring reports of harassment (including racist and homophobic incidents)
- monitoring the progress and attainment of potentially vulnerable groups of pupils (e.g. children and young people in care, children from minority ethnic/language or traveller communities, disabled pupils etc.)
- monitoring exclusions.

**Monitoring, Reviewing and Assessing Impact**

The school's Equality Policy is supported by a Single Equality Scheme. The school development plan may include targets for promoting equality. The policy states how it will be regularly monitored and reviewed by staff and governors to ensure that it is effective in eliminating discrimination, promoting access and participation, equality and good relations between different groups, and that it does not disadvantage particular sections of the community. Any pattern of inequality found as a result of impact assessment will be used to inform future planning and decision making. The headteacher and governors will monitor specific outcomes. The headteacher provides termly monitoring reports for review by the governing body. These refer to the school population, key initiatives and progress against targets and future plans.

Data will not be published in such a way as to identify individuals.

**This policy links to the following policies:**

The principles of equality apply to all the other school policies, the following policies refer to more specific equal opportunities provision:

Special Educational Needs and Disabilities

Behaviour

Inclusion

Accessibility Plan

Signed

Date 05.07.2022

Chair of Governors