



Our aim is as simple as **ABC**

Achieving, Belonging, Caring

'Be courageous, for the Lord your God will be with you wherever you go' Joshua 1:9

Equality and Inclusion Policy

September 2019

Ethos

We are proud to be a truly inclusive Church school and we aim to help our children develop as individuals, combining academic achievement, good pastoral care and spiritual development.

Our Christian Values are an integral part of the character of our school and are reflected in the daily life and work throughout the day.

We guide the children's moral and spiritual development in a way that reflects the school's Christian foundation.

Through excellent teaching we give each child access to an appropriate, broad, balanced and relevant curriculum.

We provide a secure, caring and stimulating environment in which children are happy, enabled as learners and fulfil their potential.

We build strong partnerships with parents and carers and we work hard to develop effective links with the community we serve. We continuously strive to improve.

Legal Duties

At Cubbington C of E Primary School we welcome our duties under the Equality Act 2010.

The general duties are to:

- eliminate discrimination,
- advance equality of opportunity
- foster good relations

We understand the principle of the Act and the work needed to ensure that those with protected characteristics are not discriminated against and are given equality of opportunity.

A protected characteristic under the act covers the groups listed below:

- * age (for employees, not for service provision)
- * disability
- * ethnicity
- * gender
- * gender reassignment
- * maternity and pregnancy
- * religion and belief
- * sexual identity
- * Marriage and Civil (for employees)

In order to meet our general duties listed above the law requires us to do some specific duties to demonstrate how we meet the general duties. These are:

Publish equality information - to demonstrate compliance with the general duty across its function.

We will not publish any information that can specifically identify any individual or adult.

Gathering Information

To do this we will need to collect data related to the protected characteristics above and analyse this data to determine the focus for our equality objectives. The data will be assessed across our core provisions as a school.

This will include the following functions:

- Admissions
- Attendance
- Attainment
- Exclusions
- Prejudice related incidents

Our objectives will detail how we will ensure equality is applied to the services listed above. However, where we find evidence that other functions have a significant impact on a particular group we will include work in this area.

We also 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 Human Rights of the Child, the UN Convention on the Rights of People with Disabilities and the Human Rights Act 1998.

Core Statements:

In fulfilling our legal obligations we will be guided by seven core standards:

Statement 1: All learners are of equal value.

Statement 2: We recognise, welcome and respect diversity

Statement 3: We foster positive attitudes and relationships and a shared sense of belonging.

Statement 4: We observe good equalities practice, including staff recruitment, retention and development.

Statement 5: We aim to reduce and remove existing inequalities and barriers.

Statement 6: We consult and involve widely.

Statement 7: We strive to ensure that society will benefit.

Addressing Prejudice Related Incidents

We are opposed to all forms of prejudice and we recognise that children and young people who experience any form of prejudice related discrimination may fare less well in the education system. We provide both our pupils and staff with an awareness of the impact of prejudice in order to prevent any incidents. If incidents still occur we address them immediately and report to the Local Authority using their guidance material. The Local Authority may provide some support.

Responsibility

School Community	Responsibility
Governing Body	Involving and engaging the whole school community in identifying and understanding equality barriers and in the setting of objectives to address this. The Governing Body will also agree the Equality Statement and Objectives
Head Teacher	As above including: Promoting key messages to staff, parents and pupils about equality and what is expected of them and can be expected from the school in carrying out its day to day duties. Ensuring that the whole school community receives training to meet the need of delivering equality, including pupil awareness. Ensure that all the staff are aware of their responsibility to record and report prejudice related incidents.
Senior Management Team	To support the Head as above. Ensure fair treatment and access to services and opportunities. Ensure that all staff are aware of their responsibility to record and report incidents.
Teaching Staff	Help in delivering the right outcomes for pupils Uphold the commitment made to pupils and parents/carers on how they can be expected to be treated. Design and deliver an inclusive curriculum. Ensure that you are aware of your responsibility to record and report prejudice related incidents.
Non Teaching Staff	Support the school and the Governing Body in delivering a fair and equitable service to stakeholders. Uphold the commitment made by the Head Teacher on how pupils and parents/carers can be expected to be treated. Support colleagues within the school community. Ensure that you are aware of your responsibility to record and report prejudice related incidents.
Parents	Take an active part in identifying barriers for the school community and in informing the Governing Body of actions that can be taken to eradicate these. Take an active role in supporting and challenging the school to achieve the commitment given to the school community in tackling inequality and achieving equality of opportunity for all.
Pupils	Support the school top achieve the commitment made to tackling inequality. Uphold the commitment made by the Head Teacher on how pupils and parents/ carers, staff and the wider community can be expected to be treated.
Local Community Members	Take an active part in identifying barriers for the school community and in informing the Governing Body of the actions that can be taken to eradicate these. Take an active part in supporting and the challenging the school to achieve the commitment made to the school community in tackling inequality and achieving equality of opportunity for all.

We will ensure that the whole school community is aware of the Equality & Diversity Statement and our published equality information and the objectives by publishing them on our school website and ensure that parents/carers are aware of their availability through Newsletters.

Breaches

Breaches to this statement will be dealt with in the same way that breaches of other school policies are dealt with, as determined by the Head Teacher and Governing Body.

Monitor and Review

Every three years we will review our objectives in relation to any changes in our school profile. Our objectives will sit in our overall improvement plan and will therefore be part of this process.

Signed: Juliet Jones
September 2019