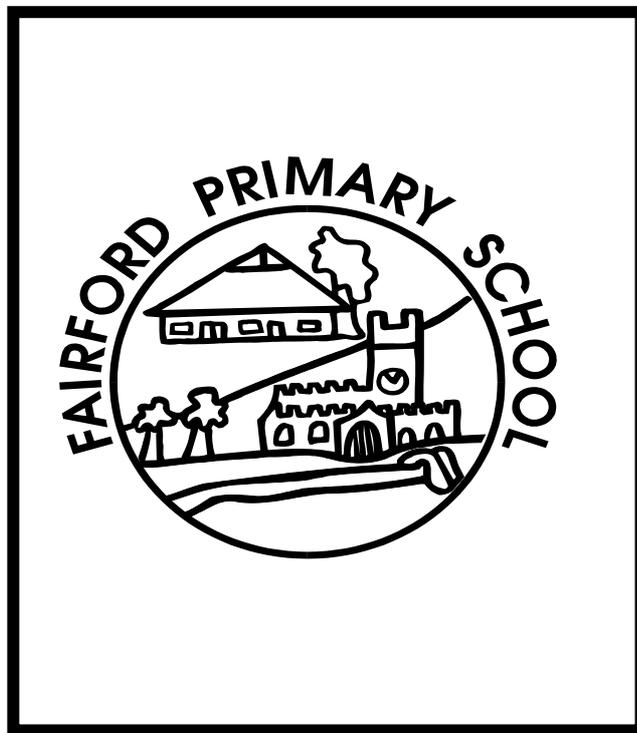


*Vision: Actively Learning Together...
in a safe, happy environment built on a strong foundation of Christian values*

Fairford C of E Primary School



Equality Policy

FAIRFORD C OF E PRIMARY SCHOOL EQUALITY POLICY

Our School Vision

Actively Learning Together... in a safe, happy environment built on a strong foundation of Christian values. We have chosen the values that best reflect our thoughts as a school and community

Perseverance

Friendship

Respect

Forgiveness

Trust

Thankfulness

This vision underpins relationships with all our pupils, staff, parents/carers and all other visitors to the school.

Aims

The school values the individuality of all of our children, and we are committed to giving them every opportunity to achieve the highest of standards. We do this by taking account of pupils' varied experiences and needs and we promote the principle of fairness and justice for all through the education that we provide in our school.

We offer a broad and balanced curriculum and have high expectations of all children. Their achievements, attitudes and well-being matter to us. The school does not discriminate against any pupil or anyone associated with that pupil because of their sex, race, disability, religion or belief, sexual orientation, pregnancy or maternity or gender reassignment.

We seek to ensure that all pupils have equal access to the full range of educational opportunities provided by the school and constantly strive to remove any forms of discrimination that may form barriers to learning for some groups. We ensure that the curriculum delivery does not discriminate against any child and that anyone delivering it does not exhibit discrimination in the way it is delivered. We challenge personal prejudice and stereotypical views whenever they occur.

We value each pupil's worth and celebrate the individuality and cultural diversity of the community centred on our school, and we show respect for all minority groups. Prejudice and stereotyping are caused by poor self-image and by ignorance. Through positive educational experiences, and support for each individual's legitimate point of view, we aim to promote positive social attitudes, and respect for all.

Protected Characteristics

It is unlawful for the school to discriminate against a pupil or prospective pupil by treating them less favourably because of their:

- Sex
- Race
- Disability
- Religion or belief
- Sexual orientation
- Gender reassignment
- Pregnancy or maternity

The school strives to eliminate all forms of racism and racial discrimination. We promote equality of opportunity and good relations between people of different racial and ethnic groups. We do not tolerate any forms of racism or racist behaviour. Should a racist incident occur, we will deal with it in accordance with school procedures (see Behaviour policy).

The school is a Voluntary Controlled Church of England school so we adhere to the teachings of Christianity, but we endeavour to make our school welcoming to all other religions and beliefs. We promote understanding of diverse cultures through the topics studied by the children and reflect this in the displays of work shown around the school.

The school is also aware of factors which affect the interaction between beliefs and sex and sexual orientation and treat any issues with sensitivity to ensure that no child is treated less favourably, and no group is discriminated against.

Disability

Disability is defined as a when a person has physical or mental impairment which has a substantial and long-term adverse effect on their ability to carry out normal day to day activities.

The school is committed to endeavouring to provide an environment that allows disabled children full access to all areas of learning. Auxiliary aids or any other service will be provided when it would be reasonable to do so and if such an aid would alleviate any substantial disadvantage that the child faces in comparison to non-disabled children.

In some circumstances, teachers modify teaching and learning as appropriate for children with disabilities. For example, they may give additional time to complete certain activities, or modify teaching materials, or offer alternative activities where children are unable to manipulate tools or equipment.

People with disabilities are not discriminated against when applying for jobs at our school and the school understands that it is unlawful to ask health-related questions of applicants before the job offer.

The school is also committed, where possible, to meet the needs of disabled staff, parent/carers and visitors to the school and takes all reasonable steps to ensure that the school environment properly accommodates people with disabilities.

Governors

The Equality Act 2010 makes it unlawful for the Governors who are the responsible body of a school to discriminate, either directly or indirectly, against or harass or victimise a pupil or potential pupil in relation to admissions

- in the way it provides education for pupils,
- in the way it provides pupils access to any benefit, facility or service, or
- by excluding a pupil or subjecting them to any other detriment.

Any other person acting on behalf of the responsible body, including employees of the school are liable for their own discriminatory actions.

The Governing body is committed to equal opportunities, and it will do all it can to ensure that all members of the school community are treated both fairly and equally. All employment, promotion and training systems are fair to all, and provide opportunities for everyone.

The Public Sector Equality Duty (PSED)

Part of the Equalities Act 2010 requires us to publish information with regards to the need to:

- Eliminate discrimination and other conducts that is prohibited by the Act
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it.
- Foster good relations across all characteristics – between people who share a protected characteristic and people who do not share it.

The school is aware of its duty to have “due regard” when making decisions or taking actions to understand the implications of these for people with particular protected characteristics. The implication for equality issues are considered and acted upon before particular actions or policies are progressed. This is reflected in the schools Equality Impact Statement, which is produced annually, together with our Equality Objectives. The latter is required to be published every 4 years, but the school keep it continually under review.

Statistical data relating to protected characteristics is reflected in the school’s RAISE information. Equality issues, as they arise, are reported to meetings of the Governing Body or its sub-committees as appropriate. Records are also kept of Governor and Staff training. Regular open forum meetings with parents/carers are also available to discuss equality issues.

This policy should be read in conjunction with other plans and policies within the school including:

Equality Impact Statement

Equality Objectives

The Accessibility Plan

Complaints Procedure

School Development Plan

Safeguarding Policy

Behaviour Policy

Anti-bullying Policy

SEND Policy

Health & Safety Policy

And

The Equality Act 2010

The Equality Act 2010 (Specific Duties) Regulations 2011

The Equality Act 2010 and Schools May 2014 DfE