

# Equalities Policy

Policy written by Darren Gates  
Governor link:

Policy approved in October 2023  
Policy to be reviewed in Autumn 2024



**Whatever you do, do it with all your heart. Colossians 3:23**

**Our vision** is to be a school where pupils have a positive approach to learning and where provision is consistently good or better. Our curriculum is relevant and creative and reflects our diversity. We aim for all pupils to leave St Matthew's well equipped for the future, demonstrating Christian values and showing self-confidence.

This policy outlines the commitment of the staff and Governors to promote equality. This involves tackling the barriers which could lead to unequal outcomes so that there is equality of access and the diversity within the school community is celebrated and valued.

Equality in St Matthew's Church of England Primary School should permeate all aspects of school life and is the responsibility of every member of the school and wider community. Every member of the school community should feel safe, secure, valued and of equal worth. At St Matthew's equality is a key principle for treating all people the same irrespective of...

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

Equality Act 2010

## Monitoring and Review

The Headteacher is responsible for coordinating the monitoring and evaluation of this policy. He will be responsible for:

- Providing updates on equalities legislation and the school's responsibilities in this regard.
- Working closely with the Governor responsible for Equality.
- Supporting positively the evaluation activities that monitor the impact and success of the policy on pupils from different groups, eg SEND, Minority Ethnic, EAL, Roma, FSM, Young Carers etc in the following recommended areas:

- ✓ Pupils' progress and attainment
- ✓ Learning and teaching
- ✓ Behaviour, discipline and exclusions
- ✓ Attendance
- ✓ Admissions
- ✓ Incidents of prejudice related bullying and all forms of bullying
- ✓ Parental involvement
- ✓ Participation in extra-curricular and extended school activities
- ✓ Staff recruitment and retention
- ✓ Visits and visitors

## **Policy Commitments**

### Promoting Equality: Curriculum

We aim to provide all our pupils with the opportunity to succeed. To achieve this, we will ensure:

- Curriculum planning reflects a commitment to equality and mirrors our diverse intake.
- The promotion of attitudes and values that celebrate and respect diversity and challenge discriminatory behaviour and language wherever it occurs.
- The use of materials which positively reflect a range of cultures, identities and lifestyles.

### Promoting Equality: Achievement

There is a consistently high expectation of all pupils regardless of age, gender, ethnicity, ability, social background etc. To secure the best possible outcomes we recognise that:

- Adults in the school will be expected to provide good, positive role models in their approach to all issues relating to equality of opportunity.
- It is important to identify the particular needs of individuals and groups within the school and to use targeted interventions to narrow gaps in achievement.
- A range of teaching methods is used throughout the school to ensure that effective learning takes place at all stages for all pupils.
- All pupils are actively encouraged to engage fully in their own learning.

### Promoting Equality: The ethos and culture of the school

- At St Matthew's, our school ethos is based on Christian values.
- We promote a sense of openness and tolerance which welcomes everyone to the school.
- The children are encouraged to greet visitors to the school with friendliness and respect.
- The displays around the school reflect diversity across all aspects of equality.
- Reasonable adjustments will be made to ensure access for pupils, staff and visitors (including parents) with disabilities or special needs.
- Provision is made to cater for the cultural, moral and spiritual needs of all children through planning of collective worship, classroom based and off-site activities.
- Pupils' views are actively encouraged and respected. eg. School Council, perceptions etc.
- Positive role models are used throughout the school to ensure that all pupils feel represented.

### Promoting Equality: Staff Recruitment and Professional Development

- All posts are advertised formally and open to the widest pool of applicants.
- All those involved in recruitment and selection are trained and aware of what they should do avoid discrimination to ensure equality of opportunity.

- Employment policy and procedures are reviewed regularly to check conformity with legislation and the impact of policies are kept under regular review.

#### Promoting Equality: Countering and Challenging Harassment and Bullying

- The school counters and challenges all types of discriminatory behaviour and this is made clear to staff, pupils, parents and governors.
- The school has a clear, agreed procedure for dealing with prejudice related bullying incidents.
- The school reports to Governors and the MAT on a termly basis the number of prejudice related incidents recorded in the school.

#### Promoting Equality: Partnerships with Parents/Carers and the Wider Community

St Matthew's is committed to work in partnership with parents/carers. We:

- Encourage parents/carers to participate in the life of the school.
- Maintain good channels of communication.
- Encourage members of the church and community to join in school activities.
- Ensure that the parents/carers of all newly arrived pupils are made to feel welcome.

#### **Responsibility for the Policy**

In our school, all members of the school community have a responsibility for promoting equalities.

**The Governing Body** has responsibility for ensuring that:

- The school complies with all equalities legislation relevant to the school community.
- The school's equalities policy is maintained and updated regularly; and that equality schemes are easily identifiable.
- The actions, procedures and strategies related to the policy are implemented.
- The designated Equalities Governor will have an overview, on behalf of the governing body, on all prejudice related incidents or incidents which are a breach of this policy and ensure that appropriate action is taken in relation to these incidents.

**The Headteacher and Senior Leadership team** have responsibility for:

- In partnership with the Governing body, providing leadership in respect of equality.
- Overseeing the implementation of the equality policy and schemes.
- Coordinating the activities related to equality and evaluating impact.
- Ensuring that all who enter the school are aware of, and comply with, the equalities policy.
- Ensuring that staff are aware of their responsibilities and are given relevant training.
- Taking appropriate action in response to any prejudice related incidents.

**All school staff** have responsibility for:

- The implementation of the school's equalities policy and schemes.
- Dealing with incidents of discrimination and knowing how to identify and challenge bias and stereotyping;
- Ensuring they do not discriminate on grounds of ethnicity and culture, disability, sexual orientation or other groups vulnerable to discrimination.
- Keeping up to date with equalities legislation.

# Equalities Action Plan 2023-24

## Equality Objective 1

To ensure that the curriculum is broad and balanced and reflects our cultural diversity.

OUTCOMES	MEASURED BY
<p>All pupils can see themselves reflected in the texts, resources and lessons utilised in the school.</p> <p>Diversity becomes increasingly embedded in the day-to-day curriculum, rather than just events such as Black History Month.</p>	<p>Pupil and parent perceptions show that all cultures are valued and represented.</p> <p>An audit of resources and schemes of work shows diversity and representation of all pupils.</p>

## Equality Objective 2

To offer practical support and advice to Roma families, encouraging parental engagement with learning and support with wider social issues.

OUTCOMES	MEASURED BY
<p>Roma pupils have good attendance and participate fully in all aspects of school life.</p> <p>Roma parents attend parents' evenings and other events.</p>	<p>Pupil data relating to attendance, achievement, club membership etc.</p> <p>Records of specific events to support Roma families, such as ESOL classes</p>

## Equality Objective 3

To ensure that all vulnerable groups access enrichment activities in the curriculum and beyond.

OUTCOMES	MEASURED BY
<p>All pupils access enrichment opportunities as outlined in the 'MAT Passport'.</p> <p>Clubs and sports events are open to all groups.</p>	<p>Access to enrichment is outlined in termly News articles and individual pupil passports in KS2.</p> <p>Club attendance monitored by the Headteacher.</p>