



**VALUING EQUALITY AND DIVERSITY POLICY
FOR SCHOOLS WITHIN
THE KEYS FEDERATION ACADEMY TRUST**

**St. Peter's C. of E. Primary School, Hindley
Hindley Green Community Primary School
St. John's C. of E. Primary School, Hindley Green
St. John's C. of E. Primary School, Abram**



September 2017

Valuing Equality and Diversity Policy

Valuing Equality and Diversity Policy of schools within The Keys Federation Academy Trust revised during the Autumn Term 2017.

Aims

At the schools within The Keys Federation we are committed to providing an ethos and curriculum which offers equality of opportunity to all and is free from discrimination.

This will:

- Provide all pupils with an education which actively promotes equal opportunities for all.
- Encourage pupils to develop an awareness and understanding of the shared values of society and promote community cohesion and British Values.
- Support the development of pupils of the skills, knowledge and understanding which will enable them to be critically aware of what they see, hear and read.

Philosophy

Valuing equality and diversity is aimed at providing children with sound basis for a positive attitude towards all and to prepare them as global citizens in a world free from discrimination.

We are committed to:

- ◆ Creating communities in which every member, including staff, pupils, parents/carers and other adults feel equally valued and respected.
- ◆ Providing an environment which reflect these positive attitudes by presenting accurate and balanced images of other cultures, individual and different needs that challenges stereotypes.
- ◆ Decision making at all levels which supports equality of opportunity.
- ◆ Ensuring that school rules and organisational procedures are sensitive to diversity through our Christian or Community approach. We will respect the individual needs and wishes of pupils and parents in matters such as attendance and assemblies/worship, RE lessons and school meals.
- ◆ Teaching the children to give due respect, reverence and understanding to other cultures within and beyond our community, reflecting modern British Values and the fact that we are global citizens.
- ◆ Encouraging the children to be positive role models and make a positive contribution to their community and beyond.
- ◆ Uniform is unisex.

The policy should be read with particular reference to The Keys Federation Academy Trust SEN&D Policy and The Keys Federation Equality Scheme, along with all other Keys Federation policies.

Resources

It is the responsibility of all staff to ensure that learning materials fulfill criteria of equal opportunities and cultural diversity in its fullest meaning. Where bias or stereotypical images are still encountered, this should be seen as an opportunity for pupil discussion to help them develop critical awareness.

The Curriculum

Our DREAM curriculum reflects and builds upon the diverse experiences and interests of all pupils. It encourages them to have pride in their heritages and be aware of their changing communities.

By promoting equality of opportunity it should enable pupils to develop their own skills to counter and challenge stereotypes, prejudice and discrimination of any kind for themselves.

This policy will be reviewed according to the review schedule, or in line with statutory direction, and has been reviewed with due regard to the Equality Act 2010 during the Autumn Term 2017.

Signed

S. Bruton

CEO