



All Saints C of E Infant School Tilford

Equality Policy

Coordinator responsible for this policy
In consultation with Staff and Governors

Mrs Sara Bedford

Date adopted

March 2019

Date for review

March 2022

All Saints aims to provide a happy, family atmosphere in a Christian community which delights in learning in a safe, stimulating environment. Enabling all to learn in their own way, reach their full potential, show care and respect for others and develop a strong self-esteem for the future.

Introduction

This policy sets out our school's approach to promoting equality, as defined within the Equality Act (2010). It covers sex, disability, age, religion or belief, sexual orientation pregnancy, undergoing or who have undergone gender reassignment and the school statutory duty to produce a Single Equality Scheme from April 2011.

The School Context

All Saints School is a small rural Infant school with 90 children on roll. The socio-economic make up of the catchment area is an above average number of home owners making it an advantaged area. The village of Tilford supports a small Islamic community, with the children attending All Saints and then moving onto Waverley Abbey. In the Raise data for 2015 our school had 11% of children from minority ethnic groups compared to the national average of 30.7%. We are a Church of England school and give priority in admissions to regular worshipers at All Saints Church or St Thomas on the Bourne. We have a very stable school population with three families leaving in the last four years due to relocation to other countries for employment reasons. Attainment at the end of KS1 has been significantly above the National average for the past 6 years. At present we have 9 pupils on the SEND register with 1 statement,. At present 1 pupil is registered as pupil premium. All our classes have an equal gender balance.

Aims of the policy

At All Saints we want to ensure that we encourage diversity and ensure that no discrimination takes place. We aim to:

- Create a happy, inclusive school where everyone feels valued.
- Encourage all to achieve their full potential in all areas of school life.
- Develop a supportive and safe learning environment which enables all children to become confident, creative and independent.
- Use our *Keys to Success* to give all children the tools to become independent learners.

The school's approach to promoting equality, diversity and tackling discrimination

The school's Equality Policy provides a framework for the school to pursue its equality duties to eliminate unlawful discrimination and harassment, promote equality by recognising and celebrating differences between people, develop good relations, positive attitudes and respect between people of diverse backgrounds in all its activities.

Through the Equality Policy, the school seeks to ensure that no pupils, staff, parents, guardians or carers or any other person through their contact with the school receives less favourable treatment on any grounds which cannot be shown to be justified. The principles of this policy apply to all members of the extended school community, pupils, staff, governors, parents and community members.

Community cohesion

We are committed to the principles of community cohesion. Our diverse school population provides us with the perfect context to explore diversity and to celebrate commonality. The school does not tolerate any discrimination and would take action should an incident occur. We regularly:

- promote understanding and engagement between 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 explores and addresses issues of diversity

Roles and Responsibilities

The Governing Body is responsible for:

- making sure the school complies with current equality legislation
- making sure this policy and its procedures are followed and carrying out an annual equality assessment.

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 all staff know their responsibilities and receive training and support in carrying these out
- taking appropriate action in cases of harassment and discrimination

All school staff are responsible for:

- modelling good practice, dealing with discriminatory incidents and being able to recognise and tackle bias and stereotyping
- promoting equality and avoiding discrimination against anyone
- keeping up to date with the law on discrimination and taking training and learning opportunities

Pupils are responsible for:

- 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 specifically racist and homophobic bullying
 - developing school/class rules which challenge discriminatory behaviour

Parents/Carers are responsible for:

- keeping equality and diversity issues on the Parent/Teachers Association agenda, through a shared input with staff on developing policies relating to this area. This may include:
 - the anti-bullying policy and specifically racist and homophobic bullying
 - ensuring the above is explicit within our Home School Policy

Visitors and contractors are responsible for:

- Knowing and following our equality policy

Responsibility for overseeing equality practices in the school lies with a named member of staff and governor.

They are Sara Bedford, Head Teacher and Matt Douglas, Chair of Governors. 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, disabled pupils etc.)
- Monitoring exclusions

If any reports of harassment are received then the school will deal with them in the following way:

- Pupils will be dealt with following the guidelines outlined in our behavior policy.
- Staff will dealt with following the procedures outlined in our Staff Discipline policy
- All other adults will receive a letter clearly stating that the school does not tolerate any discrimination, copies of which would be received by the governing body.

Monitoring, Reviewing and Assessing Impact

This Equality Policy is supported by a Single Equality Scheme. It is linked to the school development plan and includes targets determined by the governing body for promoting equality. As part of the regular schedule for monitoring policies and other aspects of school life, this policy and the related scheme will be reviewed by Governors annually. Any pattern of inequality found as a result of this monitoring will be used to inform future planning and decision-making. The Headteacher provides monitoring reports in the Head teacher's report to Governors on a termly basis. This policy provides a framework within which all other school polices are implemented.