



## Martley C.E. Primary School and Pre-School - Equality Policy

Document Full Name	Equality Information and Objectives Policy
Developer/Developer's Role	Lucy Cox Headteacher
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### Our Christian Values

Our Core Christian values are the 5 C's - Commitment, Creativity, Compassion, Co-operation and Courage. They permeate our curriculum and are taught through our collective worship, within our curriculum and as part of our personal development programme.

Our vision is that everyone will know that they are loved by God. We nurture all children and adults so that they flourish as individuals and make the best of their God-given talents, through embracing our diverse world.

'Every good action and every perfect gift is from God. These good gifts come down from the creator of the sun, moon and stars. God does not change like their shifting shadows'. James 1:17 International Children's Bible

We also support and follow the vision of the Diocese of Worcester Multi-Academy Trust (DoWMAT) of which we are a member school: 'To Love, To Learn, To Serve' sums up the DoWMAT's vision for those who come together to create the MAT, enabling all to flourish both as individuals and in community with each other; living life in all its fullness (John 10:10).

### Equality and Diversity Statement

At Martley CE Primary School and Pre-School we promote equality of opportunity. We promote positive attitudes and encourage active participation of all stakeholders regardless of race, gender, disability, age, religion, belief and sexuality. 2 In so doing we strive to eliminate any unlawful discrimination or harassment of any group and where any such harassment is found appropriate action will be taken immediately.

## 1. Legislation

1.1 The Equality Act 2010 ("the Act") provides a modern, single legal framework with three broad duties:

- Eliminate discrimination
- Advance equality of opportunity
- Foster good relations

1.2 Martley CE Primary School and Pre-School fully understands the principles 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
- Disability
- Race, colour, nationality or ethnicity
- Sex (including transgender)
- Gender reassignment
- Maternity and pregnancy
- Religion and belief
- Sexual orientation
- Marriage and civil partnership (for employees)

1.3 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 to:

Publish equality information - to demonstrate compliance with the general duty across its functions - We will not publish any information that can specifically identify any child.

Prepare and publish equality objectives. The Act makes it unlawful for the responsible body of a school to discriminate against, harass, or victimise as pupil or potential pupil, this will include, but is not limited to, the following functions:

- Admissions
- Attendance
- Provision of education
- Exclusions

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

## 2. The Policy

2.1 Martley CE Primary School and Pre-School's Equality Information and Objectives Policy draws together all previous equality legislation and details how the school is fulfilling the requirements of the Act.

## 3. Our Ethos

This is a place where:

- Our values of Compassion, Creativity, Commitment, Courage and Cooperation are actively encouraged
- children are prepared for their future
- all efforts are acknowledged and celebrated appropriately
- everyone is valued and respected as an individual
- we will educate our children about equality and diversity and we pledge to endeavour to meet the needs of all our individuals
- everyone is encouraged to be part of, and contribute to, the school and wider community
- we encourage everyone to make healthy life choices

## 4. Addressing Prejudice Related Incidents

4.1 Martley CE Primary School and Pre-School is opposed to all forms of prejudice and we recognise that children and young people who experience any form of prejudice related discrimination may fair 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 them to the Local Authority using their guidance material.

As part of our ethos and vision we aim to ensure that 'Pupils are encouraged to reflect on their own beliefs and to understand what other people believe and what difference this makes to how they live, embracing our diverse world.' We discuss this in detail if any incidents occur or if prejudice is evident in any form.

## 5. Objectives

5.1 In achieving compliancy with the Act, objectives are set annually. Detailed below are Martley CE Primary School and Pre-School's current set of overriding objectives.

Objective Group	Objective
Pupil Achievement	<ul style="list-style-type: none"><li>• All pupils are assessed, monitored and tracked through an assessment and tracking system.</li><li>• Potential under-achievement or lack of progress is identified and appropriate interventions and strategies are applied and regularly reviewed.</li><li>• Pupils are able to participate in a full range of extra-curricular opportunities. This is dependent on current Coronavirus restrictions and will be reviewed as guidance changes.</li></ul>
Behaviour and Safety	<ul style="list-style-type: none"><li>• Pupils respect one another and follow the school ethos.</li><li>• Pupils feel safe and valued.</li><li>• Pupils, staff and parents know that misconduct and gross misconduct will be challenged.</li></ul>
Teaching	<ul style="list-style-type: none"><li>• We aim that all pupils experience 100% 'good or better' lessons.</li></ul>
Leadership and Management	<ul style="list-style-type: none"><li>• As far as possible, the staff and Local Academy Board reflects the diversity of the school community.</li><li>• No pupils (or their families) are disadvantaged academically, socially or emotionally. All staff are mindful of the academic and social needs of all children, especially potentially vulnerable children.</li><li>• The Executive Headteacher/Head of School is responsible for the collection, analysis and publication of equality data including the recording of prejudice-related incidents.</li></ul>

5.2 Martley CE Primary School and Pre-School will make reasonable adjustments to meet the needs of disabled pupils and implement an accessibility plan aimed at:

- (a) increasing the extent to which disabled pupils can participate in the curriculum
- (b) improving the physical environment of schools to enable disabled pupils to take better advantage of education, benefits, facilities and services provided
- (c) improving the availability of accessible information to disabled pupils.

5.3 Martley CE Primary School and Pre-School accepts and welcomes their responsibility to have due regard in decision-making and actions to the possible implications for pupils with particular protected characteristics. They will consider equality implications before and at the time that they develop policy and take decisions.

**6. Responsibility**

6.1 We believe that promoting equality is the responsibility of the whole school.

6.2 *How does the school eliminate discrimination and other conduct that is prohibited by the Act, advance equality of opportunity between people who share a protected characteristic and people who do not share it, and foster good relations between people who share a protected characteristic and people who do not share it?*

Martley CE Primary School and Pre-School does this by measures that include:

- (a) for pupils - implementation of policies on equal opportunities (such as: race and gender equality, special needs, behaviour and anti-bullying)
- (b) for staff - implementation of policies on equal opportunities, pay and recruitment and selection
- (c) PSHCE, SRE, RE and other elements within the curriculum that promote friendship and understanding about cultures and lifestyles
- (d) employing specialist staff to support pupils with special needs or disabilities
- (e) monitoring of welfare, with intervention and support where required
- (f) taking steps to meet the particular needs of pupils or staff

School Community	Responsibility
The Local Academy Board	Involving and engaging the whole school community in identifying and understanding equality barriers and in setting of objectives to address these.
Executive Headteacher Lucy Cox	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.
Assistant Headteacher Michelle Gunston	Ensure that staff have appropriate skills to deliver equality, including pupil awareness. Ensure that all staff are aware of their responsibility to record and report prejudice related 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.
Support Staff	Support the school and the governing body in delivering a fair and equitable service to all stakeholders. Uphold the commitment made by the headteacher 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's 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's community in tackling inequality and achieving equality of opportunity for all.

Pupils	Supporting the school to achieve the commitment made to tackling inequality. Uphold the commitment made by the headteacher on how pupils and parents/carers, staff and the wider community can be expected to be treated. Will not discriminate against or harass any other pupil or staff member Will report any incidents to a member of staff.
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## 7. Martley CE Primary School and Pre-School 's equality objectives

7.1 The school is committed to promoting the welfare and equality of its staff, pupils and other members of the school community. To achieve this, the school has established the following objectives:

- to raise participation in all minority groups in sporting and extra-curricular activities
- to raise the attainment of pupils identified as 'vulnerable'
- to continue to raise pupils' knowledge of different cultures, religions and backgrounds
- to encourage all pupils to consider non-stereotyped career options
- to demonstrate through our lessons, collective worships and day to day behaviour that equality is a right
- We will live our shared School Values so that every person knows that they are valued, loved, listened to and cared for.