

Equality policy

All policies reflect our Christian Vision based on Jesus the Good Shepherd John 10v10 Fulfilling our God-given potential. We are a school family with God at the centre, enabling us to share God's love within our community and beyond. We protect those with no voice by standing up to injustice. Every child is valued and special with individual needs driving their Sibertswold learning experience creating an environment where we all can flourish and grow. We believe that all people are made in the image of God and are unconditionally loved by God. Everyone is equal and we treat each other with dignity and respect. Our school is a place where everyone should be able to flourish in a loving and hospitable community.

*This policy is based on the Church of England's vision as outlined in 'Valuing all God's Children.

School statement on equality

Every person in our school community has been made in the image of God and is loved unconditionally by God. Everyone is equal and we treat each other with dignity and respect. Our school is a place where everyone should be able to flourish in a loving and hospitable community. Each person in all their unique difference should be able to thrive, irrespective of physical appearance, gender, race, religion, ethnicity, socioeconomic background, academic ability, disability, sexual orientation or gender identity. We are committed to promoting the understanding of the principles and practices of equality – treating all members of our school community as individuals, according to their needs, with an awareness of our diverse society and appreciating the value of difference. We actively seek to challenge discrimination and we promote an anti-bullying stance which makes clear the unacceptability of racist, disablist and homophobic, biphobic and transphobic bullying and language.

Legal framework

We welcome our duties under the Equality Act 2010 to eliminate discrimination, advance equality of opportunity and foster good relations in relation to age, disability, gender reassignment, race, religion, sex and sexual orientation.

We 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.

Guiding principles

Characteristics of our school

Sibertswold CE School is a church-controlled school with a strong Christian ethos. In broad terms the school serves a stable and prosperous village community. 47% of our roll live within the village itself. The remainder come from surrounding villages. Whilst most of these communities experience very low deprivation and some of our families are very prosperous the village itself is sandwiched between the former mining communities of Aylesham, Elvington, Bettshanger & Tilmanstone. These areas suffer from high levels of deprivation and are supported by European Regeneration budgets. Currently 17 (9%) of our pupils live within these communities. 2.5% of our pupils have free school meals and 14.5% of pupils are SEND. Currently 8% of pupils have EAL. The number of children from ethnic minorities is low but rising. The majority of our children come from Christian backgrounds. The school community is reflective of the local community. It differs from the national community in that levels of deprivation are significantly lower. The ethnic identity of our children is white British thus contrasting with national data.

Setting our priorities

The priorities for the SES are set in the light of:

- Identification summarised in the overview of outcomes;
- views expressed by stakeholders that have been involved in the development of the scheme;
- consultation with staff, parents and pupils

Our priorities are:

Children and young people

- narrowing the attainment gap between different groups of children and young people in the school
e.g. Disadvantaged SEND

Our community

- improving the involvement of children and young people, parents and carers from all families
- improving access to information e.g. translation and interpretation to inform and engage parents/carers for whom English is an Additional Language;

Our school community

- improving the involvement of disabled children and young people, staff and parents and carers;
- tackling bullying based on race, religion, gender, disability, sexuality or poverty;
- promoting positive attitudes toward diversity through the curriculum;

Aims :

The purpose of the school's equality scheme is to meet the duties to promote equality of opportunity for all. In order to do this the school will: Establish with staff an overall vision of the duty to promote equality. Elements of the duty are:

1. Promote equality of opportunity between disabled and non-disabled.
2. Eliminate discrimination and harassment on the grounds of disability, sex race or ethnicity.
3. Promote positive attitudes towards disabled people.
4. Encourage participation of disabled pupils, parents, staff and carers.
5. Take steps to meet disabled people's needs, even if this requires more favourable treatment.

Everyone at school will take responsibility for challenging stereotypes and all forms of discrimination. The school will promote equality of opportunity and will investigate all complaints of discrimination.

The aims have been developed in consultation with governors, staff, parents, pupils and other users of the school.

Links to other policies and documentation.

We ensure that the principles listed above apply to all of our policies and practice including those that are concerned with: Pupils' progress, attainment and achievement, Pupils' personal development and wellbeing Teaching styles and strategies, SMSC and PSHE, Admissions and attendance.

Our actions: To eliminate discrimination, harassment and victimisation

Challenging homophobic, biphobic and transphobic bullying, Staff recruitment, retention and professional developmentl Care, guidance and supportl Special educational needs. Behaviour, discipline and exclusions Bullying and addressing prejudice related bullyingWorking in partnership with parents, carers and guardians Working with the wider community. We also ensure that information about our responsibilities under the Equality Act are included in our school improvement plan, self-evaluation review, the school prospectus, school web site and newsletter. We meet our legal duty and live out our guiding principles listed above by: opposing prejudice and prejudice related bullying, taking account of equality with regards to actively promoting equality and diversity and creating an environment of dignity and respect.

To advance equality of opportunity between different groups

Being alert to the potential impact of any negative, prejudicial language or behaviour on particular pupils and groups of pupils.

To foster good relations preparing pupils to live well together, respect diversity and equality, challenge discrimination and prejudice and listen to and treat others with dignity and respect. We ensure that this policy is known to all staff and governors, parents and carers and, as appropriate, to all pupils. This policy, our equality objectives and data are all available on our school website.

Roles and responsibilities

The governing body

The headteacher and senior leadership team

Teaching and support staff

Pupils

Parents and carers

Visitors.

. Breaches of the policy

Breaches of this policy will be dealt with in the same way that breaches of other school policies are dealt with, as determined by the headteacher and governing body.

This policy is reviewed annually and our Equality scheme every four years.

Date of Last review:

Headteacher signed: _____

Date: _____

Chair of governors signed: _____

Date: _____

