



# St Jude's Church of England Primary School Equality Policy

Our children  
Our St Jude's family  
Happy – Inspired – Loved  
The sky is not the limit  
Ready for today - prepared for tomorrow

## Aims

Our school aims to meet its obligations under the public sector equality duty by having due regard to the need to:

- Eliminate discrimination and other conduct that is prohibited by the Equality Act 2010
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it
- Foster good relations across all characteristics – between people who share a protected characteristic and people who do not share it

## Legislation and guidance

This document meets the requirements under the following legislation:

- [The Equality Act 2010](#), which introduced the public sector equality duty and protects people from discrimination
- [The Equality Act 2010 \(Specific Duties\) Regulations 2011](#), which require schools to publish information to demonstrate how they are complying with the public sector equality duty and to publish equality objectives

This document is also based on Department for Education (DfE) guidance: [The Equality Act 2010 and schools](#).

## Roles and responsibilities

The governing board will:

- Ensure that the equality information and objectives as set out in this statement are published and communicated throughout the school, including to staff, pupils and parents, and that they are reviewed and updated at least once every four years
- Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the headteacher

The Chair of Governors will:

- Meet with the headteacher when necessary, to discuss any issues and how these are being addressed
- Ensure they're familiar with all relevant legislation and the contents of this document
- Attend appropriate equality and diversity training
- Report back to the full governing board regarding any issues

The headteacher will:

- Promote knowledge and understanding of the equality objectives amongst staff and pupils
- Monitor success in achieving the objectives and report back to governors
- Support the staff in promoting knowledge and understanding of the equality objectives amongst staff and pupils
- Meet with the Chair of Governors when necessary to raise and discuss any issues
- Support the staff in identifying any staff training needs, and deliver training as necessary

### **Eliminating discrimination**

The school is aware of its obligations under the Equality Act 2010 and complies with non-discrimination provisions. Where relevant, our policies include reference to the importance of avoiding discrimination and other prohibited conduct.

Staff and governors are regularly reminded of their responsibilities under the Equality Act, for example during meetings. Where this has been discussed during a meeting it is recorded in the meeting minutes.

New staff and governors receive training on the Equality Act as part of their induction.

### **Advancing equality of opportunity**

As set out in the DfE guidance on the Equality Act, the school aims to advance equality of opportunity by:

- Removing or minimising disadvantages suffered by people which are connected to a particular characteristic they have (e.g. pupils with disabilities, or gay pupils who are being subjected to homophobic bullying)
- Taking steps to meet the particular needs of people who have a particular characteristic.
- Encouraging people who have a particular characteristic to participate fully in any activities

In fulfilling this aspect of the duty, the school will:

- Make evidence available identifying improvements for specific groups (e.g. declines in incidents of homophobic or transphobic bullying)

### **Fostering good relations**

The school aims to foster good relations between those who share a protected characteristic and those who do not share it by:

- Promoting tolerance, friendship and understanding of a range of religions and cultures through different aspects of our curriculum. This includes teaching in RE, (following the SDBE guidance and running an annual multi faith week), through citizenship and personal, social, health and economic (PSHE) education, and also activities in other curriculum areas. For example, as part of teaching and learning in literacy pupils will be introduced to literature from a range of cultures, our JIGSAW PSHE programme also reinforces the importance of celebrating differences.
- Holding assemblies/Collective Worship dealing with relevant issues. Pupils will be encouraged to take a lead in such assemblies and we will also invite external speakers to contribute.
- Working with our local community. This includes inviting leaders of local faith groups to speak at assemblies, and organising school trips and activities based around the local community.
- Encouraging and implementing initiatives to ensure equality of opportunity for all. For example, our school council, faith group and digital leaders have representatives from different year groups and is formed of pupils from a range of backgrounds. All pupils are encouraged to participate in the school's activities, such as sports clubs. We also work with parents to promote knowledge and understanding of different cultures.

### **Links with other policies**

This document links to the following policies:

- Accessibility plan
- SEND and Inclusion
- Behaviour and Anti bullying Policies
- Staff Code of Conduct
- Governor Code of Conduct

### **Other important documents that support Equality of Opportunity at St Jude's:**

Jigsaw PHSE scheme

Inclusion Quality Mark Assessment

Governor Induction Booklet

Chair of Governors: Mr Mark Wilkinson

Signed: *Mark Wilkinson*

Date: 15.10.18

This policy will be reviewed every 4 years