



# *Equalities Policy*

**Policy updated: November 2023**  
**To be reviewed by: January 2027**  
**Policy reviewed by Mrs Rodel; to LGB**

## **Version Control**

<b>Date</b>	<b>Change</b>
<b>Feb 2012</b>	Policy written and accepted by staff and governors.
<b>Oct 2017</b>	Policy reviewed, no changes made.
<b>Oct 2018</b>	Policy reviewed, minor changes made.
<b>Jan 2021</b>	Policy reviewed, minor changes including addition of Vision statement
<b>Nov 2023</b>	Policy reviewed and format updated. More detailed reference to Equalities Act 2010. References Accessibility Plan and Equalities Action Plan

**At All Saints' we are 'Children of God'.  
We wear our crowns with pride.  
Together, we are Included, Involved and Inspired.**

- 24 Do you not know that in a race all the runners run, but only one gets the prize?  
Run in such a way as to get the prize.
- 25 Everyone who competes in the games goes into strict training. They do it to get a  
crown that will not last; but we do it to get a crown that will last forever.
- 26 So I run with purpose in every step.

*1 Corinthians 9: 24-26*

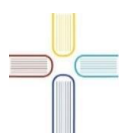
**Vision Statement**

*At All Saints' everyone is welcomed and **included**. Each individual is acknowledged and valued as an equal member of our school family and we form a community where we worship God together freely. We celebrate our inclusivity and are respectful of our differences.*

*Our emblem is a crown; we wear it with pride because it reminds us that we are working for a purpose. This means that we are **involved** in our learning and are determined to take whatever action is needed for us to be the best that we can be.*

*We seek a clearer understanding of the world and confidently imagine a better future. With our eyes fixed on this prize, we are **inspired** to be life-long learners and we want to inspire others too to make a difference in this world.*

**Together · Included · Involved · Inspired**



**St Edmundsbury and Ipswich**  
Diocesan Multi Academy Trust

**Contents**

<b>1. Introduction</b> .....	<b>3</b>
<b>2. Aims</b> .....	<b>3</b>
<b>3. Implementation: Promoting Equality</b> .....	<b>3</b>
3.1 Curriculum .....	3
3.2 High Expectations .....	4
3.3 Atmosphere .....	4
3.4 Staff Recruitment and Professional Development .....	4
3.5 Countering and Challenging Harassment and Bullying.....	4
3.6 Partnerships with Parents/Carers and the Wider Community .....	5
<b>4. Responsibility for the Policy</b> .....	<b>5</b>
4.1 Governors	
4.2 Headteacher and Senior Leadership	
4.3 All School Staff	
<b>5. Monitoring and Review</b> .....	<b>6</b>

## 1. Introduction

**Jesus said that he had come to bring “Life in all its fullness”.**

At All Saints’ CE School the staff and Governors understand that we work towards this end by providing a full and varied curriculum, that has been designed to meet the needs and aspirations of all of our unique community.

This policy outlines the commitment of the Staff and Governors to promoting equality. This involves:

- tackling the barriers which could lead to unequal outcomes for identified groups of pupils in school
- ensuring there is equality of access
- fostering good relations through tackling prejudice and promoting understanding
- celebrating and valuing the diversity within the school community.

## 2. Aims

At All Saints’ we intend that our Vision (see page 2) should permeate all aspects of school life, and that every member of the school community should feel safe, secure, valued and of equal worth. We believe that equality is a key principle for treating all people the same irrespective of their gender, ethnicity, disability, religious beliefs, faith tradition, sexual orientation, age or any other of the protected characteristics (*Equality Act 2010*), and that equality at our school is the responsibility of every member of the school and wider community.

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 those who share a protected characteristic and those who do not share it
- foster good relations across all characteristics – between those who share a protected characteristic and those who do not share it.

This policy has been drawn up as a result of discussion with teaching and support staff, pupils, parents, and governors and has been shared with the whole school community.

We welcome all children from the local area, whatever their parents’ beliefs, and teach respect of all other major world faiths.

## 3. Implementation: Promoting Equality

### 3.1 Curriculum

We use our curriculum to promote equality by aiming to provide all our pupils with the opportunity to succeed, and to reach the highest level of personal achievement. To achieve this we will ensure that:

- curriculum planning reflects a commitment to equality
- the curriculum prepares pupils for life in a diverse society and uses opportunities to reflect the background and experience of pupils and families in the school
- there will be opportunities in the curriculum to explore concepts and issues related to identity and equality, particularly as part of SMSC lessons
- the curriculum promotes attitudes and values that challenge discriminatory behaviour and language
- the curriculum uses appropriate materials which reflect accurately a range of cultures, identities and lifestyles

### **3.2 High Expectations**

We promote consistently high expectations for all pupils regardless of age, gender, ethnicity, ability, social background and sexual orientation. To secure the best possible outcomes we will:

- expect adults in the school to provide good, positive role models in their approach to all issues relating to equality of opportunity
- work to identify the particular needs of individuals and groups within the school and of using targeted interventions to narrow gaps in achievement
- use a range of teaching methods throughout the school to ensure that effective learning takes place at all stages for all pupils
- actively encourage all pupils to engage fully in their own learning.

### **3.3 Atmosphere**

We will promote equality by creating a welcoming, respectful atmosphere in our school. This will include:

- ensuring that school leaders at every level (including children) understand their influence as role models in demonstrating mutual respect between all members of the school community
- establishing a feeling of openness and tolerance which welcomes everyone to the school
- encouraging children to greet visitors to the school with friendliness and respect;
- creating and maintaining high-quality displays around the school which reflect all aspects of diversity
- making reasonable adjustments to ensure access for pupils, parents and visitors with disabilities (including not only physical access, but also wider access to school information and activities)
- catering for the cultural, moral and spiritual needs of all children through planning of assemblies, classroom-based activities and off-site activities
- actively encouraging and respecting pupils, giving them an effective voice (e.g. through the School Council, advocacy, pupil perception surveys), with regular opportunities to engage them in their learning and the life of the school;
- using positive role models throughout the school to ensure that different groups of pupils feel welcomed and included

### **3.4 Staff Recruitment and Professional Development**

We will promote equality by ensuring that:

- all posts are advertised formally and open to the widest pool of applicants
- all those involved in recruitment and selection are trained and aware of what they should do to avoid discrimination and ensure equality of opportunity
- steps will be considered to encourage people from under-represented groups to apply for positions at all levels
- access to opportunities for professional development is monitored on equality grounds
- equalities policy and practice is covered in all staff inductions;
- employment policy and procedures are reviewed regularly to check conformity with legislation and impact.

### **3.5 Countering and Challenging Harassment and Bullying**

The School actively promotes equality by:

- countering and challenging all types of discriminatory behaviour; this is made clear to staff, pupils, parents and governors
- having a clear, agreed procedure for dealing with prejudice-related bullying incidents and a nominated member of staff responsible for recording and monitoring incidents;
- reporting annually to governors, parents and the MAT the number of prejudice-related incidents recorded in the school.

### **3.6 Partnerships with Parents/Carers and the Wider Community**

All Saints' CE School promotes equality by working in partnership with parents/carers, in particular by:

- taking action to ensure parents/carers from all backgrounds are encouraged to participate in the full life of the school
- ensuring that there are good channels of communication, which capture and act upon parents' views
- encouraging members of the local community to join in school activities and celebrations
- ensuring that the parents/carers of pupils newly arrived in the community (e.g. EAL, Traveller or pupils with disabilities) are made to feel welcome.

## **4. Responsibility for the Policy**

In our school, all members of the school community have a responsibility for the promotion of equalities, but there are particular responsibilities, as follows:

### **4.1 Governors**

The Local Governing Body is responsible for ensuring that:

- the school complies with all equalities legislation relevant to the school community;
- the school's Equalities Policy is maintained and updated regularly, and the Equality Objectives Action Plan is published and reviewed annually
- the actions, procedures and strategies related to the policy are implemented

The named **Equalities Governor** will have an overview, on behalf of the governing body, on all prejudice related incidents or incidents which are a breach of this policy and ensure that appropriate action is taken in relation to these incidents.

### **4.2 Headteacher and Senior Leadership**

Senior Leaders are responsible for:

- partnership with the Governing body, providing leadership and vision regarding equality;
- overseeing the implementation of the Equalities Policy and the Equalities Objectives Action Plan
- co-ordinating activities related to equality and evaluating their impact;
- ensuring that all who enter the school comply with the Equalities Policy;
- ensuring that staff are aware of their responsibilities and are given relevant training and support
- taking appropriate action in response to any prejudice-related incidents.

### **4.3 All School Staff**

All members of Staff are responsible for:

- the implementation of the school Equalities Policy and Equalities Objectives Action Plan

- dealing with incidents of discrimination and knowing how to identify and challenge bias and stereotyping
- ensuring they do not discriminate on grounds of ethnicity and culture, disability, sexual orientation or on any other grounds open to discrimination;
- keeping up to date with Equalities legislation.

## **5. Monitoring and Review**

The member of staff responsible for co-ordinating the monitoring and evaluation is the Headteacher. Who will be responsible for:

- providing updates on Equalities legislation and the school's responsibilities in this regard
- working closely with the governor responsible for this area
- supporting positively evaluation activities that monitor the impact and success of the Equalities Policy on pupils and staff from different groups (e.g. SEND, Children in Care, children with Free School Meals, Pupil Premium children, minority ethnic groups, including Traveller and EAL pupils) in the following recommended areas:
  - pupils' progress and attainment
  - learning and teaching
  - behaviour, discipline and exclusions
  - attendance
  - admissions
  - incidents of all forms of bullying, including prejudice-related bullying
  - parental involvement
  - participation in extra-curricular and extended school activities
  - staff recruitment and retention
  - visits and visitors

The Headteacher will evaluate and monitor the equality impact of the Equalities Policy and all other relevant policies on pupils, staff, parents and carers from the different groups that make up our school. The main findings from equality impact assessments will be shared with the school community.

This policy should be read in conjunction with the following policies:

***Anti-Bullying Policy***  
***Behaviour & Discipline Policy***  
***Community Cohesion Policy***  
***Equalities Action Plan***  
***Accessibility Plan***  
***School Improvement Plan***  
***SEND Policy***