



Emmanuel Holcombe C of E Primary

Equality Policy

Vision Statement

Jesus came to give us life in all its fullness. Our vision is that through faith, family and friendship, each of us can grow in love and learning, being tolerant, having resilience and developing enquiring minds, so that we can all experience the abundance Jesus came to give us.

Mission statement

In our small, friendly school, everyone respects and cares for one another
In our community, church, home and school we work together to grown in faith and friendship
In our learning we encourage each individual to reach their potential to grow through skills, knowledge and understanding

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Approved:

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At Emmanuel Holcombe we believe that everyone, regardless of background or circumstance, should feel inspired; be able to thrive in all environments; be able to recognise what it takes to succeed; be able to set aspirational goals and be able to work hard to achieve them.

As a school we recognise that academic success alone is not enough. It is therefore important that alongside a clear focus on academic achievement there is the development of the human capital needed to succeed via a clear rational pedagogy.

‘Rational pedagogy – the attempt to counteract inequalities in the cultural preparation of different classes, not by making concessions to subjugated cultures but by inculcating dominant culture into disadvantaged groups.’ (Burawoy and von Holdt, 2011)

OVERVIEW

This policy reflects the Single Equality Act 2010 which combines and replaces previous legislation including the Race Relations Act 1976, Disability Discrimination Act 1995, Gender Recognition Act 2004 and Sex Discrimination Act 1975. This policy therefore supersedes all previous policies on Disability, Ethnicity (i.e. Race) and Gender.

The Single Equality Act combines the existing three duties into one new Equality Duty that covers all seven of the equality strands: age, disability, gender, gender- identity, race, religion or belief and sexual orientation. At Emmanuel Holcombe we will ensure that at every level, in all our work and throughout all aspects of the school community and its life, everyone will be treated equally. This Single Equality Policy summarises our school’s approach in ensuring equality for all.

GUIDING PRINCIPLES

Emmanuel Holcombe is committed to ensuring equality, fairness, inclusion and good relations are at the heart of everything we do, be it policy-making, service delivery or employment practice. This will be key to delivering our vision.

Our work will be guided by the codes of practice published by the Equality and Human Rights Commission, and informed by the Equalities Framework for Local Government. We will share best practice through regular Leadership and Staff Meetings.

Our commitment to promoting equality is reflected in the values that guide the way in which we plan and deliver services:

- Openness, fairness and accountability
- Involving and listening to our citizens
- Valuing our people
- Continuous improvement

OBJECTIVES

- To ensure that all learners have equal access to a rich, broad, balanced and relevant curriculum
- To advance equality of opportunity by ensuring that teaching, learning and the curriculum promote equality, celebrate diversity and promote community cohesion by fostering good relations
- To eliminate any discrimination, harassment and victimisation.
- To ensure that no-one is unfairly or illegally disadvantaged as a consequence of their age, disability, gender, gender identity, sexual orientation, colour, race, ethnic or national origin, disability or religious beliefs
- To recognise and celebrate diversity within our community whilst promoting community cohesion
- To ensure that this policy is applied to all we do
- To ensure that pupils/students and parents/carers are fully involved in the provision made by the school
- To ensure that within the school budget, adequate funding is provided to underpin this policy and that intervention, positive and preventative action is funded where necessary

GOOD PRACTICE

We strive to achieve a cohesive community and expect that children respect one another and behave with respect to one another, and that their parents/carers feel fully engaged in the school.

We aim to enhance a wider sense of community locally, as well as in the context of the UK and the World communities.

We support 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. Through our policies and actions we undertake to ensure that every child and young person is healthy and safe, is able to enjoy and achieve in their learning experience, and is able to contribute to the wider community.

We consider it prudent and sensible to maintain the practice of logging racist incidents and to report any incidents to the appropriate body. We monitor and log incidents that discriminate against children and young people or adults in our school with protected characteristics, e.g. homophobic bullying. We also monitor, log and address any bullying incidents.

STRATEGIES

- Monitoring, evaluation and review carried out by the school's Leadership Team and Governing body, will ensure that procedures and practices within the school reflect the objectives of this policy
- Parents/carers and Governors may be involved and consulted about the provision being offered by school
- Teachers will ensure that the teaching and learning takes account of this policy
- The diversity within school and the wider community will be viewed positively by all
- Diversity will be recognised as a positive, rich resource for teaching, learning and the curriculum
- Professional Learning opportunities will be provided for staff to provide them with the knowledge, skills and understanding they need to meet the requirements of this policy
- Contributions may be sought from parents/carers and other stakeholders to enrich teaching, learning and the curriculum
- The positive achievements of all pupils/students will be celebrated and recognised

WHO DOES THE EQUALITY POLICY PROTECT?

The Emmanuel Holcombe Equality Policy has taken the legal requirements placed upon public bodies straight from the Equality Act 2010. The Act protects people on the grounds of specified "protected characteristics" listed below:

- Age
- Gender
- Special educational needs
- Disability and caring responsibilities
- Gender reassignment (transgender)
- Sexual orientation
- Pregnancy and maternity/paternity leave (including adoptive parents)
- Religion, belief or faith
- Race or ethnicity
- Marital status or civil partnership

We also recognise that one of the main factors that contribute to inequality is poverty. Indeed, poverty can often have a disproportionate impact on protected groups. We have therefore broadened the scope of our equality work to encompass social, income or housing circumstances. Within Emmanuel Holcombe, pupils/students eligible for the Pupil Premium and/or Free School Meals is an indicator used to help us analyse our work in this area.

OUTCOMES

- This policy will play an important part in the educational development of individual pupils/students
- It will ensure that all members of the school community are treated equally
- Emmanuel Holcombe will make all reasonable adjustments to promote equal opportunity and equal treatment of all members of their school communities
- We are committed to meeting the individual needs of each child and will take full account of their age, disability, gender, gender-identity, race, religion or belief and sexual orientation in accordance with the requirements of The Single Equality Act 2010

EQUALITY OBJECTIVE

The Equality Act 2010 requires school to publish specific and measurable equality objectives. Our equality objectives are based on our analysis of data and other evidence.

Our equality objectives focus on those areas where we have agreed to take action to improve equality and tackle disadvantages.