



Christ Church

Church of England Primary School

Being Thankful, Celebration, Fairness, Forgiveness, Honesty, Love for All

EQUALITY OBJECTIVES

Our Vision

Successful and outstanding in all we do.

"I can do all things through Christ who strengthens me." Phil 4:13

Our mission statement is:

Have Faith, Take Responsibility, Show Respect and Achieve.

- Have Faith – to believe in yourself, if you have a religion, strengthen your own faith
- Take Responsibility – for yourself, your actions, the environment
- Show Respect – towards everyone
- Achieve – work hard, persevere, be resilient and strive to be the best you can be

The ethos of our school is embedded in our Christian values:

Honesty, Forgiveness, Love for all, Celebration, Fairness' Being Thankful, Ambition and Resilience

*"A new command I give you: Love one another. As I have loved you, so you must love one another.
John 13:34*

This school is committed to safeguarding and promoting the welfare of children and this policy supports this commitment. We acknowledge that repeated acts of discrimination or harrassment may require consideration under Child Protection procedures.

*Policy approved: Equality objectives approved by Governors: September 2020
Review Date annually against objectives*

Embedding Pupil Safeguarding Awareness in the Curriculum

All teachers incorporate elements of safeguarding into their lessons where appropriate.

This involves:

- Informal conversations;
- Teacher/pupil discussions;
- Briefings for outings and trips (road safety/stranger danger etc.);
- The implementing of our e-Safety Policy regarding ICT usage;
- An awareness of any potential hazards in lessons – identifying risks and dangers.

Safeguarding is also about pupils' emotional well-being. Teachers encourage pupils to speak out if there is something worrying them, or if they are aware of, or witness something unacceptable, untoward or disturbing. Teachers promote tolerance and respect for each other and acceptance of individual differences. Teachers help pupils develop confidence and resilience and discuss what to do if things go wrong. They are approachable and show their willingness to help pupils at all times.

British Values

At Christ Church C of E Primary School we promote the fundamental British values of democracy, the rule of law, individual liberty, and mutual respect and tolerance of those with different faiths and beliefs.

This includes:

- paired and group work as sharing and working together
- making choices with an understanding that the freedom to choose and have other views is respected and tolerated
- debating social issues with an understanding of how people can influence decision-making through the democratic process
- an appreciation that school rules protect individual children and are essential for their wellbeing and safety
- an acceptance that other people having different faiths or beliefs to oneself (or having none) are accepted and tolerated without discrimination through school council elections, persuasive writing, and by promoting our Christian school values and Fruits of the Spirit as guidelines for behaviour choices.

EQUALITY ACT
POLICY INTO PRACTICE

Introduction

Under the Equality Act 2010, we welcome our general duty to:

- Eliminate discrimination
- Advance equality of opportunity
- Foster good relations
- Publish information about our school population
- Explain how we have due regard for equality
- Publish equality objectives which show how we plan to tackle particular inequalities and reduce or remove them.

EQUALITY OBJECTIVES

1. To collect and analyse evidence and data on children's achievement, attendance and participation of all groups and use this to inform strategies to raise attainment, promote achievement, foster high aspirations and promote children's wellbeing.
2. To ensure that our church school distinctiveness permeates the whole life of the school and enables the pupils to benefit from a high quality of education in a Christian community.
3. To promote equality and a sense of shared belonging in the school and in the community by promoting images that reflect and celebrate the diversity of the school and community in terms of race, gender and disability - for example in collective worship, books, publications and learning materials in classrooms and the wider school environment.
4. To identify any differences in attainment and achievement of groups including EAL (English as an Additional Language), gender, ethnicity, looked after children and service children, SEN (Special Educational Needs) PPG (children eligible for the Pupil Premium Grant for disadvantaged children and FSM/Ever 6 (Free School Meals) to improve the outcomes for these children.
5. To ensure that analysis has been carried out relating to children's participation in sporting activities so that the needs of all children are met.
6. To ensure that opportunities for local, national and global community cohesion are realised and available for all.

OBJECTIVES ARE ACHIEVED BY:

- Using a comprehensive assessment tool that is regularly updated giving staff information on all specific pupil groups. Through analysis of assessment data, the school plans and implements strategies to improve progress and attainment. This information is reported to the Governing Body on a regular basis.

- The school is dedicated to closing the achievement gap of children with SEN and those who are entitled to PPG/FSM grant. There are many intervention programmes take place for children with SEN or additional needs and specific interventions for PPG children in order to accelerate progress.
- Ensuring children are aware of the Christian teachings which form the basis of the school ethos and values.

There are clear procedures for dealing with prejudice-related bullying and incidents.

The policies include:

- **Behaviour Management Policy**
- **Anti-bullying Policy**
- **Safeguarding and Child Protection Policy**

Other relevant school policies relating to equality include:

- Equality Policy
- Equal Opportunities Policy,
- Accessibility Plan

These policies may be accessed on the school website, or by asking the school to provide a hard copy.

“For God shows no partiality.” Romans 2:11