

# Equality information and objectives

## St Thomas' Church of England Junior and Infant School

**Approved by:** Headteacher

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### **A journey in faith, arriving with hope.**

#### **St. Thomas' School vision:**

##### **To ensure the children are highly valued by all members of the school community.**

St. Thomas' creates a culture of high aspirations by making the school the heart of the community. We aim to develop a culture of curiosity and creativity by unleashing our children's God-given potential to make a difference in our locality and beyond.

Our parents, staff and governors see and understand the individual talents of each pupil and the opportunities provided. We openly celebrate and reward children's successes and achievements.

##### **To inspire all children through a broad, balanced and engaging curriculum enabling every child to succeed.**

We create an ethos where everyone is an explorer and an active participant. Children are challenged and encouraged to thrive in all areas. Our aim is to nurture talent and ensure children are equipped to live life in all its fullness.

Children experience a wide range of high quality lessons and enrichment activities daily. We recognise that children are naturally curious; therefore, child-led learning is developed through their questions.

##### **To nurture children's wellbeing to ensure healthy mind, body and spirit.**

At St. Thomas' values are at the heart of all we do. We provide a safe, supportive environment which empowers children to grow and develop their self-worth, self-esteem and self-respect. Our unique learners are resilient and are willing to take big risks to make big leaps.

Values are actively promoted, modelled, and celebrated by all. Our inspiring curriculum and pastoral care teaches children the importance of healthy lifestyles: physically, mentally and spiritually.

#### **Our Values:**

**LOVE:** Have a generous heart and a selfless personality.

**HOPE:** Be the light in the darkness.

**PEACE:** Be quick to forgive and slow to judge.

**JOY:** See the positives, always find a reason to smile.

**RESILIENCE:** Show perseverance in challenging situations.

**DIVERSITY:** Embrace and love each other's uniqueness.

**COURAGE:** Be brave, take risks.

**CURIOSITY:** Be inquisitive, be an explorer.

**RESPECT:** Treat everyone as you would like to be treated.

**INCLUSION:** Everyone matters, come together and make a difference.

## 1. 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

The nine protected characteristics are: age, disability, gender

## 2. 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](#).

## 3. 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 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

All school staff are expected to have regard to this document and to work to achieve the objectives as set out in section 8.

## 4. 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.

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

## 5. 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 a disability
- 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, encouraging all pupils to be involved in the full range of school opportunities.

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

- Publish attainment data each academic year showing how pupils with different characteristics are performing
- Analyse the above data to determine strengths and areas for improvement, implement actions in response and publish this information
- Make evidence available identifying improvements for specific groups
- Publish further data about any issues associated with particular protected characteristics, identifying any issues which could affect our own pupils

## 6. 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, citizenship and personal, social, health and economic (PSHE) education, but also activities in other curriculum areas. For example, as part of teaching and learning in English/reading, pupils will be introduced to literature from a range of cultures
- Holding assemblies 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 deal with tensions between different groups of pupils within the school. For example, our school council has 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.
- We have developed links with people and groups who have specialist knowledge about particular characteristics, which helps inform and develop our approach

## 7. Equality considerations in decision-making

The school ensures it has due regard to equality considerations whenever significant decisions are made.

The school always considers the impact of significant decisions on particular groups. For example, when a school trip or activity is being planned, the school considers whether the trip:

- Is accessible to pupils with disabilities
- Has equivalent facilities for boys and girls

## 8. Equality objectives

**Objective 1:** To celebrate cultural events throughout the year to increase pupil awareness and understanding.

Why we have chosen this objective: To continue to address recommendations from the previous SIAMs inspection and to build on the work already done.

To achieve this objective we plan to: Hold a theme week where the whole school will focus on a non-Christian faith. This will be led by the RE subject leader.

**Objective 2:** Ensure all staff are up to date with relevant training. Safeguarding, Positive Handling, Prevent, Safer Recruitment, training for any medical needs

Why we have chosen this objective: There will be 3 new staff from September 2019 and potentially one child could be coming to the school with a severe allergy.

To achieve this objective we plan to: Ensure staff new to the school (September 2019) receive the appropriate safeguarding, Prevent, Fire training, and medical training.

**Objective 3 :** Ensure the curriculum promotes positive reflections on our diverse society.

Why we have chosen this objective: With the design of the curriculum being ongoing we need to ensure this objective features.

To achieve this objective we plan to: Expose children to a range of role models from diverse backgrounds.

## 9. Monitoring arrangements

The headteacher and governing body will update the equality information we publish, described in sections 4-7 above, at least every year.

This document will be reviewed by the headteacher at least every 3 years.

## 10. Links with other policies

This document links to the following policies:

- Accessibility plan
- SEND policy
- Behaviour policy