



# **Equality Policy**

**January 2024**

<b>VERSION</b>	<b>DATE</b>	<b>AUTHOR</b>	<b>CHANGES</b>
2024	March 24	CE	Update current pupil population breakdown

## **EQUALITY STATEMENT**

Our vision, mission and ethos:

We aim, within our small school, to serve our community by providing the best quality of education, in which all children are offered the widest possible range of experiences, in an environment which encourages learning and an understanding of the meaning and significance of faith, promoting Christian values through the experiences we offer to all pupils.

Our mission is to equip every member of our school family to:  
*Shine like lights in the World* (Philippians 2:15)

Central to life at Gamston St Peter's is our commitment to the equality and dignity of all as children of God; all equally loved by Him and as such worthy of respect and opportunity as equals.

This belief in the equality of all does not mean that all will be treated the same. There will be no discrimination; difference is celebrated and actions taken to help remove any barriers or disadvantage which may be faced. In this way positive attitudes to all will be fostered, creating the sense of community, cohesion and belonging which comes from knowing that we all belong to the family of God.

### **Our pupil population**

Number of pupils on roll at the Academy as of 6<sup>th</sup> March 2024

Total number of pupils including nursery: <b>114</b>	Boys: <b>56</b>	Girls: <b>58</b>
Total number of pupils excluding nursery: <b>101</b>	Boys: <b>49</b>	Girls: <b>52</b>

SEND: **15** (inc.1 EHCP)  
Ever 6 FSM: **9** (9% Reception to Year 6)  
Looked After Children (LAC): **2**  
Post LAC: **2**  
EAL: **10** (9%)

#### **Languages spoken (other than English):**

Urdu (10)

#### **Ethnic Groups:**

White British: **87** (76%)  
Pakistani: **11** (10%)  
White and Black Caribbean: **3** (2%)  
Any other White background: **3** (2%)  
White and Black African: **2** (2%)  
White Eastern European: **1** (1%)  
White and Asian: **1** (1%)  
Information not yet obtained: **6** (5%)

**Religions:** Christian, Muslim, Quaker, Other faith (not specified)

As our number of employees is below the legal requirement of publishing (150), information on employees is not included.

## Legal Duties

As a church school, we welcome our duties under the Equality Act 2010. The general duties are to:

- eliminate discrimination,
- advance equality of opportunity
- foster good relations

We understand the principal of the act and the work needed to ensure that those with protected characteristics are not discriminated against and are given equality of opportunity.

A protected characteristic under the act covers the groups listed below:

- age (for employees not for service provision),
- disability
- race
- sex (including issues of transgender)
- gender reassignment
- maternity and pregnancy
- religion and belief,
- sexual orientation
- Marriage and Civil Partnership (for employees)

In order to meet our general duties, listed above, the law requires us to carry out some specific duties to demonstrate how we meet the general duties. These are to:

- Publish Equality Information – to demonstrate compliance with the general duty across its functions (**We will not publish any information that can specifically identify any individual**)
- Prepare and publish equality objectives which we will review on an annual basis
- Consult all our stakeholders in the development of our equality objectives and report on progress against our objectives on an annual basis

In order to do this effectively we will collect data related to the protected characteristics above and analyse this data to determine our focus for our equality objectives. The data will be assessed across our core provisions as a school, but we will also analyse available data relating to the context of our local community, including hate crime data and demographic information. In relation to school provision we will pay particular attention to the following functions:

- Admissions
- Attendance
- Attainment
- Exclusions
- Prejudice related incidents

Our objectives will detail how we will ensure equality is applied to the services listed above however where we find evidence that other functions have a significant impact on any particular group we will include work in this area.

**In fulfilling our legal obligations we will:**

- Recognise and respect diversity
- Foster positive attitudes and relationships, and a shared sense of belonging
- Observe good equalities practice, including staff recruitment, retention and development
- Aim to reduce and remove existing inequalities and barriers
- Consult and involve widely
- Strive to ensure that society will benefit

**The curriculum, teaching and learning**

Our school promotes cultural development and understanding through a rich range of experiences both in and beyond the school. We strive to ensure that equality and diversity is embedded in all aspects of the curriculum, including our relationships curriculum.

Subject leaders and governors review the curriculum to ensure that it reflects the diversity which can be found in the local and wider communities.

Attainment and achievement data is collected using our Fisher Family Trust tracking system and this is used to inform planning and provision to support individuals and groups of pupils. Pupils with additional needs such as EAL, SEN are tracked as specific groups and assessment materials will be screened for cultural bias.

We recognise that our work on equality is central to the successful promotion of fundamental British values, especially in relation to the values of respect and tolerance and the rule of law. We therefore ensure that our curriculum helps to prepare pupils for life in modern Britain in their understanding of these British values.

These duties reflect international human rights standards as expressed in 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.

**Addressing Prejudice Related Incidents**

We work proactively to address all forms of prejudice and discrimination, including derogatory and discriminatory as we recognise that children and young people who experience any form of prejudice related discrimination may fair less well in the education system. We provide both our pupils and staff with an awareness of the impact of prejudice in order to prevent any incidents. If incidents still occur we address them immediately and report them to the Local Authority using their guidance material. The Local Authority may provide some support.

## Responsibility

We believe that promoting Equality is the whole school's responsibility:

<b>School Community</b>	<b>Responsibility</b>
Governing Body	Involving and engaging the whole school community in identifying and understanding equality barriers and in the setting of objectives to address these. Monitoring progress towards achieving equality objectives. Publishing data and publishing equality objectives. Ensuring that staff have access to appropriate training and resources.
Head Teacher	As above including: Promoting key messages to staff, parents and pupils about equality and what is expected of them and can be expected from the school in carrying out its day to day duties. Ensuring that all school community receives adequate training to meet the need of delivering equality, including pupil awareness. Ensure that all staff are aware of their responsibility to record report, and respond appropriately to prejudice related incidents.
Teaching Staff	Help in delivering the right outcomes for pupils. Uphold the commitment made to pupils and parents/carers on how they can be expected to be treated. Design and deliver an inclusive curriculum. Ensure that you are aware of your responsibility to record, report and respond appropriately to prejudice related incidents.
Non -Teaching Staff	Support the school and the governing body in delivering a fair and equitable service to all stakeholders. Uphold the commitment made by the head teacher/principal on how pupils and parents/carers can be expected to be treated. Support colleagues within the school community. Ensure that you are aware of your responsibility to record, report and respond appropriately to prejudice related incidents.
Parents/Carers	Take an active part in identifying barriers for the school community and in informing the governing body of actions that can be taken to eradicate these. Take an active role in supporting and challenging the school to achieve the commitment given to the school community in tackling inequality and achieving equality of opportunity for all.
Pupils	Supporting the school to achieve the commitment made to tackling inequality. Uphold the commitment made by the head teacher on how pupils and parents/carers, staff and the wider school community can be expected to be treated.
Local Community Members	Take an active part in identifying barriers for the school community and in informing the governing body of actions that can be taken to eradicate these Take an active role in supporting and challenging the school to achieve the commitment made to the school community in tackling inequality and achieving equality of opportunity for all.

We ensure that the whole school community is aware of the Equality Policy and our published equality information and equality objectives by publishing them on the school's website.

**Breaches**

Breaches to this statement will be dealt with in the same ways that breaches of other school policies are dealt with, as determined by the head teacher and governing body.

**Monitor and Review**

Every three years, we will review our objectives in relation to any changes in our school profile in consultation with our stakeholders through parent and pupil questionnaires. Our objectives will sit in our overall school improvement plan and therefore will be reviewed as part of this process.

Date Approved by the Governing Body: Spring 2024

Date to be reviewed by the Governing Body: Spring 2027

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