



STRATFORD RURAL SCHOOLS FEDERATION

LOXLEY C OF E COMMUNITY PRIMARY SCHOOL

SNITTERFIELD PRIMARY SCHOOL

Small schools, big ambitions...

Stratford Rural Schools Federation

Equality information and objectives statement

Date policy last reviewed: _____

Signed by

Headteacher: _____

Date: _____

Chair of Governors: _____

Date: _____

Opening statement

The schools within the Stratford Rural School's Federation are committed to equality. We welcome our duties under the Equality Act 2010 and the schools' general duties with regard to equality are:

- Eliminating discrimination.
- Fostering good relationships between people who share a protected characteristic and those who do not.
- Advancing equality of opportunity.

We will not discriminate against, harass or victimise any staff member, pupil, prospective pupil, or other member of the school community because of their:

- Sex.
- Age.
- Race.
- Disability.
- Religion or belief.
- Sexual orientation.
- Gender reassignment.
- Pregnancy or maternity.
- Marriage and civil partnership.

We aim to promote pupils' spiritual, moral, social and cultural development, with special emphasis on promoting equality and diversity, and eradicating prejudicial incidents for pupils and staff. Our school is committed to not only eliminating discrimination, but also increasing understanding and appreciation for diversity.

Aims to eradicate discrimination

We believe that equality at our schools should permeate all aspects of school life and is the responsibility of every member of the school and wider community. Every member of the school community should feel safe, secure, valued and of equal worth.

At the schools in the federation, equality is a key principle for treating all people fairly and creating a society in which everyone has the opportunity to fulfil their potential - irrespective of their gender, ethnicity, disability, religion or belief, sexual orientation, age or any other recognised area of discrimination.

This Single Equality Scheme provides a framework for our schools to promote equality, inclusion and good community relations, and to tackle prejudice, discrimination and their causes in a proactive way.

We believe that a greater level of success from pupils and staff can be achieved by realising the uniqueness of individuals. Creating an inclusive environment where individuals feel confident and at ease is a commitment of the school. This environment will be achieved by:

- Being respectful.
- Always treating all members of the school community fairly.

- Developing an understanding of diversity and inclusion and the benefits it can have.
- Adopting an inclusive attitude and ensuring that the whole school community understands what inclusive behaviour looks like in the school and how this aligns with the school's values.
- Adopting an inclusive curriculum that is accessible to all.
- Encouraging compassion and open-mindedness.
- Challenging bias and calling it out in order to move the conversation forward.
- Ensuring policies and procedures take into account equal opportunities and these considerations form a key part of considerations prior to implementation or amendment of a policy.
- Promoting a culture where pupils, staff and parents feel able to share concerns and worries generally, but also particularly for those individuals who have a protected characteristic.

We are committed to having a balanced, diverse and fair curriculum. We believe that our pupils should be exposed to ideas and concepts that may challenge their understanding, to help ensure that pupils learn to become more accepting and inclusive of others. Challenging and controversial concepts will be delivered in a way that prevents discrimination and promotes inclusive attitudes.

Dealing with prejudice and celebrating diversity

We do not tolerate any form of prejudice-related incident. Whether direct or indirect, we treat discrimination against all members of our schools with the utmost severity. When an incident is reported, our schools will ensure appropriate action is taken and a resolution is put into place which is both fair and firm.

Our pupils are taught to be:

- Understanding of others.
- Celebratory of diversity.
- Eager to reach their full potential.
- Aware of what constitutes discriminatory behaviour.

The school's employees will not:

- Discriminate against any member of the school community.
- Treat other members of the school community unfairly.

The school's employees will:

- Promote diversity and equality.
- Encourage and adopt an inclusive attitude.
- Lead by example.
- Seek training if they need to improve their knowledge in a particular area.

Throughout the year, the school provides a variety of opportunities to celebrate diversity, including:

- Planning activities for key diversity awareness days.
- Inviting guest speakers to talk to pupils about diversity.
- Incorporating lessons about diversity into the curriculum.

Equality and dignity in the workplace

We do not discriminate against staff with regard to their:

- Age.
- Disability.
- Gender reassignment.
- Marital or civil partner status.
- Pregnancy or maternity.
- Race.
- Religion or belief.
- Sex.
- Sexual orientation.

Equality of opportunity and non-discrimination extends to the treatment of all members of the school community. All staff members are obliged to act in accordance with the school's various policies relating to equality.

We will guarantee that no redundancy is the result of direct or indirect prejudice. All disciplinary procedures and internal processes are non-prejudicial, whether they result in warnings, dismissal, or any other form of sanction.

Diversity and representation

Equality Objective 1

Ensure that reading books and teaching resources reflect the diversity of modern Britain in terms of race, faiths, cultures, disabilities, gender identity, different types of families etc.

Rationale: Children should have access to books and images that represent the communities in which they live currently, or may live in as adults. We believe that we should help children and young people to understand others and value diversity to promote harmony between people.

Actions to achieve the objective: Subject leaders to audit books and teaching materials and replace as applicable to better reflect diversity.

Monitoring of progress: December annually.

Equality Objective 2

To promote children's cultural development and understanding through a variety of rich curricular experiences.

Rationale: We believe that trips, visits and first-hand experiences allow ALL children to develop a deeper understanding of different cultures. We believe that we should help children and young people to understand others and value diversity.

Actions to achieve the objective: Staff routinely plan trips to a variety of venues. Ensure that all children have access to extra-curricular clubs through use of Pupil Premium where applicable. Accessibility for all.

Monitoring of progress: December annually

Inclusion

Equality Objective 3

To ensure that we have high expectations for all children in terms of academic attainment and progress.

Rationale: We know that pupils in some vulnerable groups do not attain as well as all pupils and we have a responsibility to close the attainment gap. In addition, we want all our pupils to be ambitious for themselves now and in their adult lives.

Actions to achieve the objective: Staff regularly assess children's attainment. Regular monitoring of pupil data by SLT will allow us to specifically analyse achievement by race, gender or SEND, leading to rapid identification of children who need additional support to achieve their potential.

Monitoring of progress: December annually