



BATH & WELLS Multi Academy Trust

'That they may have life, life in all its fullness' John 10:10



Bathford Church School Equality Policy

Policy Name:	Equality Policy	
Policy type:	Statutory	
Prepared by:	Headteacher	Date: 1 September 2022
Approved by:	Bathford Church School Governing Committee	Date: 10 October 2022
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Next review due by:	September 2026	

Bathford Church School

Equality Policy



Our vision statement: Grow, Care, Serve, Share

At Bathford Church School we believe passionately in inclusion. We strive for every child to receive a life-enhancing, outstanding education. We believe that the society within which we live is enriched by diversity. We are unwavering in our ambition to see every child included in the life of the school, enabled to flourish and succeed. We aim to promote children's 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. We strive to ensure that the culture and ethos of the school is such that every member of our school family feels valued, feels that they belong and is treated with respect and fairness.

Legislation

We welcome our duties under the Equality Act 2010, which introduced the public sector equality duty and protects people from discrimination.

This document also meets the requirements of 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.

Roles and Responsibilities

The Local Governing Committee:

- Ensure that the equality information and objectives as set out in this statement are published and communicated throughout the school, including to staff, children 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 regular basis.

A designated governor:

- Meets with the designated member of staff for equality to discuss any issues and how these are being addressed.
- Ensures they are familiar with all relevant legislation and the contents of this document
- Attends appropriate equality and diversity training
- Reports back to the full governing committee regarding any issues

The headteacher:

- Promotes knowledge and understanding of the equality objectives amongst staff and children
- Monitors success in achieving the objectives and report back to governors
- Is responsible for the progress towards equality objectives and actions set out in the Equalities Action Plan
- Identifies any staff training needs and deliver training as necessary

All staff are expected to have regard to this document and to work to achieve the objectives set out.

The school's general duties with regard to equality are:

- Eliminating discrimination.
- Advancing equality of opportunity.
- Fostering good relationships

Eliminating Discrimination

The school is aware of its obligations under the Equality Act 2010 and complies with nondiscrimination 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.

New staff receive training on safeguarding and inclusion as part of their induction and all staff receive refresher training each year.

The school has a designated member of staff, the headteacher, for monitoring equality issues who meets regularly with a governor to discuss any issues.

We eliminate discrimination by:

- Developing an understanding of diversity and inclusion through our curriculum. Regularly reviewing our curriculum design to ensure that it reflects current guidance e.g. Relationships and Sex Education 2020 guidance. Our RSHE curriculum teaches healthy attitudes and positive relationships in an environment where difference is celebrated and everyone is included and valued for who they are. This includes key diversity awareness days and inviting guest speakers to talk about diversity.
- Implementing our SEND policy, Supporting Pupils with Medical Conditions policy, School Accessibility plan, and Reduced Timetables policy.
- Investigating, recording, responding to and reporting equality incidents. Serious equality incidents are reported to BANES Local Authority through the Serious Equality Incident Reporting Form, as per BANES guidance. These individual records, stored in the Child Protection Confidential File, will be available for inspection by staff, Governors, BWMAT, LEA Officers and involved parents, on request.
- Implementing our Behaviour Policy and Anti-Bullying policies to ensure that all children are treated with dignity, feel safe at school and that any prejudicial behaviours are addressed. Through this policy, the whole school community are supported to understand what inclusive behaviour looks like in the school.
- All staff challenging discrimination on the grounds of gender, race, age, disability, sexuality (including sexual orientation), religion or belief, gender reassignment, pregnancy/maternity marriage or civil partnership.
- Ensuring high-quality teaching enables children to reach their potential and that all pupils are given equal entitlement to success
- Tracking pupil progress to ensure that all children make expected or better progress from their starting points, intervening where necessary to address gaps.
- Ensuring that all children have the opportunity to access extra-curricular provision.
- Listening to and monitoring the views and experiences of children and adults to evaluate the effectiveness of our policies and procedures.

Staff recruitment:

Bathford Church School, in line with BWMAT, is an equal Opportunities Employer.

The headteacher ensures that all appointment panels give due regard to both this policy as well as to the Trust's 'Equality and Diversity Policy' so that no one is discriminated against when it comes to employment, promotion or training opportunities.

The Local Governing Committee seeks to promote membership from all areas of the community. It welcomes participation and representation from all groups.

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 minimizing disadvantages suffered by people which are connected to a particular characteristic they have
- 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.

We fulfill this aspect of the duty by:

- Reviewing attainment data each academic year showing how pupils with different characteristics are performing
- Analysing the data to determine strengths and areas for improvement, implementing actions in response
- Making evidence available which identifies improvements for specific groups (e.g. fewer incidents of homophobic bullying behaviour)

Fostering Good Relationships

We fulfill this aspect of the duty by:

- Ensuring that equality and diversity are embedded in the curriculum. Three key global learning themes underpin our curriculum: Identity and Diversity, Social Justice and Equity and Sustainable Development with a breadth of opportunities in the classroom and in whole school assemblies to embed an understanding that we are all different and we are all special. Equality and diversity are also embedded through child committees such as the Eco-Council, the Ethos Committee and the Kindness Ambassadors, through anti-bullying week, through our RSHE and RE curriculums, through our work on British values, through reading partners and class reflections.
- Ensuring the highest aspirations for all groups
- Welcoming new to school families with bespoke support
- Providing enrichment opportunities such as exposure to art, literature, dance and sport, visiting theatre shows, school trips, family events such as summer fairs/Jubilee celebrations, extra-curricular, after-school and holiday clubs. These experiences build children's confidence and experience of working with a wider range of children, give children wider exposure to positive role models and celebrate multicultural creativity.
- Taking an active part in the community e.g. taking part in sporting competitions, music festivals, Church celebrations, litter picking initiatives, visiting other schools, fund-raising for charities (local, national and global) sending cards to a local old people's home and involving the local community in our outdoor project.
- Working together with schools within our Trust to collectively develop our offer and broaden opportunities for our children and their families.

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: effects any religious holidays and is accessible to pupils with disabilities. This is considered during the risk assessment stage of planning school trips and activities.

Links with other policies

This document links to the following policies:

- SEND policy
- Supporting Pupils with Medication Conditions policy
- School Accessibility plan
- Reduced Timetables policy
- Behaviour Policy
- RSHE policy
- RE policy
- BWMAT Equality and Diversity Policy

Equality Objectives 2022-2023

These are our specific and measurable Equality Objectives.

Equality Objective 1: To explicitly promote diversity and equality through our curriculum, celebrating difference and developing children's understanding of the importance of showing tolerance and respect. As well as celebrating the uniqueness of each individual in our school community, we will also support children to consider how they can support diversity and equality in the local community and as both British and global citizens. In order to do this, we will embed our three overarching whole school themes: Identity & diversity, Social Justice & Equity and Sustainable Development as well as our new RSHE curriculum.

Equality Objective 2: To improve outcomes in reading, writing and maths for those children with low starting points, including those with special educational needs and those who are disadvantaged. The School's SEND policy, SEND provision plan and Pupil Premium Strategy specifically communicate the school's rationale, resourcing and approach to mitigate any differences in performance for these groups of children.

Equality Objective 3: To support the whole school community to understand what it means to be an inclusive school where everyone is welcome. The school's Behaviour Policy and Anti-Bullying policies will ensure that all children are treated with dignity, feel safe at school and that any prejudicial behaviours are addressed. Through this policy, the whole school community are supported to understand what inclusive behaviour looks like in the school.

These objectives will be reviewed annually.