

Bickerton Holy Trinity Church of England Primary School



Equal Opportunities, Equality and Diversity Policy

Person responsible for policy:

Paul Sweetnam

Approved:

08 February 2021

Signed:

Claire Carman, Chair of Governors

To be reviewed:

Spring 2024



Our School Prayer

This is our school,
Let peace be here,
Let it be full of happiness.
Let love be here.
Love of one another,
Love of everyone,
Love of life itself,
And love of God.
Amen

Our Mission Statement

Respect for oneself and others is central to our mission of giving every child in our school the highest standard of education and care within a Christian community.

Our School Rules

Respect and take care of each other.
Treat others how you would like to be treated.
Share and use the school's equipment and environment carefully.
Listen to each other and to adults at school.
Help others to learn.

Aims

This policy sets out our aim of ensuring equal opportunities for all children and adults in our school under the Equality Act 2010 and the Public Sector Equality Duty 2011, also taking into account The Education Inspections Act 2006 and The Human Rights Act 1998. It extends to (though not exclusively), and is the equality policy for, all of the following areas:

Race

Gender

Ability / Disability

Religious Belief

Age

Sexual Orientation

Family Background

Our aim is simple – at our school, no child or adult will ever be discriminated against for any reason whatsoever, and that all will be treated equally and fairly.

Procedures

The following steps show how we fulfil the aim of the policy.

Respect for one another, irrespective of race, gender, ability / disability, religious belief, age, sexual orientation and family background is a fundamental value in our school, a Voluntary Controlled Church of England primary school.

All the staff are committed to ensuring that we offer to each child the best quality of education that we can, promoting equality.

Our PSHCE and SRE provision promotes tolerance and equality, recognising and celebrating difference and diversity.

Through our example, our relationships with the children and with each other, and through our teaching, we encourage everyone in our school to value everyone else and to treat each person with respect and dignity.

We seek to offer equality of opportunity to everyone in our school.

In the broad curriculum we offer, we learn about and celebrate diversity.

The head teacher, staff and governors are responsible for ensuring equality of opportunity for children and adults alike. Any instances of discrimination should be reported to the head teacher who will investigate and deal with them. If the head teacher considers it necessary, the governors will be involved where appropriate. Any racist incidents will be reported annually to the LA using the appropriate forms. If it is the head teacher who is thought to be acting in a discriminatory manner, the chair of governors should be informed.

Review

This policy will be reviewed by the governing body every 3 years in the spring term (FGB 3).