

School Statement on Equality 2024

THE CANONS C of E
PRIMARY SCHOOL



Adopted by the Governing Board:

H. Fallon

Head Teacher

Date: September 2024

Date of Next Review: September 2028

The Canons C of E Primary School Statement on Equality

The Canons C of E Primary School is committed to equality both as an employer and a service - provider. We aim to make sure that no - one experiences harassment, less favourable treatment or discrimination because of their age, any disability they may have, their ethnicity, colour or national origin, their gender, their gender identity or reassignment, their marital or civil partnership status, being pregnant or having recently had a baby, their religion or beliefs, their sexual identity and orientation.

We are committed to

- Ensuring that everyone is treated fairly and with respect.
- Making our school a safe, secure and stimulating place for everyone.
- Consulting and involving people from different groups in our decisions, for example, through talking to pupils and parents/carers and through our School Council.
- Recognising that people have different needs and that promoting equality will involve addressing those needs rather than treating everyone the same.

We welcome the emphasis in the Ofsted inspection framework on the requirement for leaders to promote equality of opportunity and diversity, resulting in a positive school culture, working together to prevent discriminatory behaviour.

We welcome our duty under the Equality Act 2010 which requires us to publish information that demonstrates that we have due regard for the need to:

- Eliminate unlawful discrimination, harassment, victimisation and any other conduct 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 between people who share a protected characteristic and people who do not share it.

This statement meets our specific duty to publish information every year which sets out how we are doing this. **Please also see our Accessibility Plan which can be found on our Website**

Roles and responsibilities

The Governing Body

The board of trustees will:

- Ensure that the equality information as set out in this statement is published and communicated throughout the School, including, staff, pupils and parents
- Ensure that the published equality information is updated at least every year, and that the objectives are reviewed and updated at least every 4 years

- Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the Head Teacher

The Head Teacher

The Head Teacher will, for their school:

- Promote knowledge and understanding of the equality objectives amongst staff and pupils
- Monitor success in achieving the objectives and report back to governors

The designated member of staff for equality

The designated member of staff for equality will, for their school:

- Support the Head Teacher promoting knowledge and understanding of the equality objectives amongst staff and pupils
- Support the Head Teacher in identifying any staff training needs, and deliver training as necessary

How we are meeting our Quality duty to advancing equality, eliminate discrimination and foster good relationships

The information and data provided shows that we give careful consideration to advancing equality in everything that we do and the steps we are taking to eliminate discrimination, harassment and victimisation and other conduct that is prohibited by the Equality Act 2010.

Record keeping and monitoring

- We keep an accurate record, when possible and appropriate, of the protected characteristics of our pupils and employees.
- We keep a record of prejudice related incidents and bullying.
- We keep a record of exclusions

Policies which particularly contribute to the promotion of equality

- School Behaviour Policy
- Anti-bullying and harassment (this includes cyber-bullying and prejudice based bullying)
- Special Educational Needs Information Statement
- Complaints Procedure - sets out how we deal with complaints relating to our school.
- Staff discipline and grievance
- ICT & E-safety Policy
- Teaching and Learning Policy

Curriculum

- Is highly positive, offering memorable experiences and rich opportunities that contribute to pupils' spiritual, moral, social and cultural development.
- Includes a broad range of areas of study within Citizenship, PSHE and Well Being Education, to eliminate discrimination, harassment and victimisation.
- Encourages children to think about the world in which they live and to broaden their understanding of others' beliefs, cultures and faiths. (Examples or links to other parts of the school website)
- Promotes British Values of democracy, rule of law, individual liberty, mutual respect and tolerance of those of different faiths and beliefs.
- Makes use of resources which challenge stereotypes.

Engagement / Consultation

- We have a vibrant School Council which represents the profile of our school population and ensures that pupils have a direct voice to discuss matters that relate to their concerns and overall well-being
- We have a successful strategy for engaging with our parents and carers, including those who might traditionally find working with the school difficult.

Disability

We are committed to working for the equality of people with disabilities

Please see Accessibility Plan, SEN Information statement and policy for supporting children with medical needs

- We support learners with disabilities by meeting their individual needs, through meeting with parents and carers with specialists to draw up individual support plans. These needs are then cascaded to all staff that come into contact with the child to ensure their needs are fully met.
- Children with disabilities are supported and enabled to take part in all school events, trips and sports days.
- We use assemblies and curriculum resources to provide positive images and perceptions of people with disabilities.
- In planning any maintenance and refurbishment we consider 'general' adjustments which may be needed for pupils with disabilities 'generally'.

Ethnicity and Race (including EAL learners)

We are committed to working for the equality of people from different ethnic and racial backgrounds

Religion and belief

At The Canons C of E School we are committed to working for equality for people based on their religion, belief and non-belief. We respect the religious beliefs and practice of all staff, pupils and parents and we comply with reasonable requests relating to religious observance and practice.

What we are doing to eliminate discrimination, promote equality of opportunity and foster good relationships

- Our curriculum supports pupils to build their sense of identity and belonging, which help them flourish within their communities as citizens in a diverse society.
- We promote inclusion for all our faith groups in all parts of the curriculum.
- Visits to local places of worship and opportunities to engage with different religious and spiritual communities around us
- Involvement of parents and families in celebrations based on the different religions. These have included special assemblies, displays, talks and sharing experiences and customs around significant festivals.
- Diversity days to celebrate difference within School.

Sexual Identity and Orientation

We are committed to advancing the equality of people whatever their sexual identity or orientation and promoting good relationships among them.

What we are doing to eliminate discrimination, promote equality of opportunity and foster good relationships

- Use of teaching and learning curriculum resources to provide positive examples as well as images of differing
Family set-ups e.g. same sex parents
Sexual orientation
Gender identity
- Examples of how the curriculum – including Diversity and Identity Education – supports all pupils to understand, respect and value differences in sexual orientation, gender identity and non-traditional family structures and challenges stereotypes and discrimination.
- Work to eliminate homophobic, bi-phobic and transphobic bullying / harassment / name calling on the basis of sexual identity and orientation.
- Arrangements in place to support pupils with gender identity issues.

OUR EQUALITY OBJECTIVES

The Equality Act 2010 requires us to publish specific, achievable and measurable equality objectives. Our equality objectives are based on our analysis of data and other information. Our equality objectives focus on those areas where we have agreed to take action to improve equality and tackle disadvantages. We will regularly review the progress we are making to meet our equality objectives.

- To ensure all building or refurbishment projects are accessible for all pupils
- To ensure that all children have access to a range of extra-curricular opportunities
- To ensure that a pupil who has to use his wheelchair can access the toilet, classroom, playground and ICT suite
- To ensure all pupils are given the opportunity to make a positive contribution to the life of the school through their many roles and responsibilities
- To ensure children understand their responsibilities under the Equality Act in terms of protected characteristics, through the implementation of the RSHE curriculum using the Jigsaw Scheme
- To ensure children continue to respect religious beliefs and celebrate diversity
- To provide support for families, to improve the lives of our most vulnerable children
- To ensure The Canons maintains a rights respecting School ethos, promoting equality, celebrating diversity, developing understanding and challenging myths, stereotypes, misconceptions and prejudice