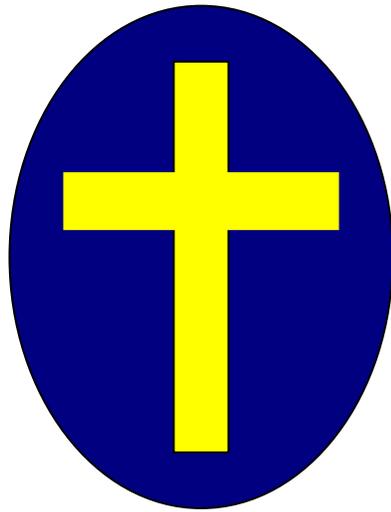


The Batt C of E Primary School



THE BATT C.E. SCHOOL

Equality Policy Equality Statement

Date Written/Reviewed: March 2019

Date for next review: March 2020 (Annually)

Reviewed by: E&C Governors

The Batt C of E Primary School

Equality Policy

Equality Statement

Legal Duties

At The Batt School we welcome our duties under the Equality Act 2010. The general aims are to:

- Eliminate unlawful discrimination;
- Advance equality of opportunity;
- Foster good relations.

The three aims of our Equality Duty will be relevant to all school functions including:

- Progress, attainment and assessment;
- Behaviour, discipline and exclusions;
- Pupils' personal development, welfare and well-being;
- Teaching and learning;
- Admissions and attendance;
- Curriculum;
- Staff recruitment and professional development;
- Partnerships with parents and community.

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:

- Disability;
- Gender Reassignment;
- Pregnancy and Maternity;
- Race – this includes ethnic or national origins, colour or nationality;
- Religion or Belief – includes lack of belief;
- Sex (referred to previously as gender and includes issues of transgender)
- Sexual Orientation.

The protected characteristics of 'Age' and 'Marriage and Civil Partnership' apply to schools as employers, but not with regard to the treatment of pupils or prospective pupils.

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

- Publish information to demonstrate compliance with the three aims of the Equality Duty within all their functions and to do this at least annually;
- Set and publish equality objectives, at least every four years.

To do this we will collect data related to the protected characteristics above and analyse this data to determine our focus for our equality objectives.

We also welcome our duty under the Education and Inspections Act 2006 to promote community cohesion.

We recognise that 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.

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.

Our Mission Statement

The Batt C of E School is a school founded on Christian principles whose mission and aims are rooted in the values of the Christian faith. Our mission is for The Batt School to be a centre of excellence in which all are treated with mutual respect and enjoy a sense of personal fulfilment. The Batt School will continue to be a happy school with everyone achieving their full potential and working as a valued team member.

Our Ethos Statement

The Batt C of E Primary School serves its community by providing an education of the highest quality within the context and understanding of shared values e.g. care, consideration and co- operation, honesty, respect and openness. The school encourages an understanding of the meaning and significance of these values through the experience it offers its pupils

Addressing Prejudice Related Incidents

This school is opposed to all forms of prejudice and 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 ODST using their guidance material. ODST may provide some support.

Responsibility

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

School Community	Responsibility
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.
Head teacher	As above including: Acting as a role model to ensure that individuals are treated with dignity and respect. 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. Treating seriously and with sensitivity any concerns raised under this procedure, investigating and documenting them appropriately. Ensure that all staff are aware of their responsibility to record and report prejudice related incidents.
Senior Leadership Team	To support the Head / Principal as above Ensure fair treatment and access to services and opportunities. Ensure that all staff are aware of their responsibility to record and report 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 and report prejudice related incidents. Promote good relations between different groups sharing protected characteristics and those who do not.
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 and treating them with dignity and respect. Ensure that you are aware of your responsibility to record and report prejudice related incidents
Parents	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.

School Community	Responsibility
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 will ensure that the whole school community is aware of the Single Equality Policy and our published equality information and equality objectives by publishing them on our school website with reminders in our school newsletter.

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.

This policy should be read in conjunction with the Access Plan, Behaviour and Anti-bullying policies.

Date Written/Reviewed: March 2019

Date for next review: March 2020

Reviewed by: E&C Governors