Equality Policy

St Agnes C of E Primary School

Approved by:	Mrs Sue Gittins
Last reviewed on:	September 2026
Next review due by:	September 2027

EQUALITY POLICY

Our Vision and Mission Statement

'Learning together in God's Love'

St Agnes is an inclusive Christian family, we want our children to:

- Learn together with respect, patience and kindness
- **Treat each other as they would like to be treated (Matthew 7v12)**
- Flourish in education and friendships
- **Live life in all its fullness (John 10v10)**
- Be proud of themselves and others
- Ensure everyone is treated equally

Through the range of experiences we offer to all our pupils we encourage an understanding of the meaning and importance of faith and promote all the Christian Values. We particularly focus on Responsibility, Creativity, Forgiveness, Perseverance, Hope, Thankfulness and Friendship. These Christian values form the basis of our vision and are embedded throughout our school life and underpin all our teaching.

St Agnes is a small school that supports our community by providing an education of the highest quality within the context of Christian belief and practice. We work closely with our families to ensure they are fully supported and cared for

We expect everyone at St Agnes C of E Voluntary Aided Primary School to follow 'The Great Expectations'

Be Safe
Be in the right place at the right time
Do your best
Handle your emotions
Use appropriate language
Cooperate
Respect everyone and everything

Legal framework
1. We welcome our duties under the Equality Act 2010 to eliminate discrimination, advance equality of opportunity and foster good relations in relation to age (as appropriate), disability, ethnicity, gender (including issues of transgender, and of maternity and pregnancy), religion and belief, and sexual identity.

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

3. 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.

Equality Definition
Equality is about fairness and equality of opportunity and advancing equality of opportunity involves treating people differently. Some people may need extra help or adjustments to be part of the school community; this includes teachers, administration, cleaning or catering staff employed at the school as well as pupils/ students, parents and school governors. Relating to the Equality Act (2010) there are nine 'protected characteristics' these are age; disability, gender reassignment [transgender], marriage / civil partnership, pregnancy / maternity, race, religion and belief (and having no belief), sex (gender) and sexual orientation. Under the general duty schools must exercise 'due regard' in respect of each of the eight protected characteristics (excluding marriage and civil partnership) to:-
1. Eliminate unlawful discrimination and harassment
2. Advance equality of opportunity
3. Foster good relations between different groups.

Diversity Definition

Diversity is about valuing people as individuals and learning from our differences. Our differences can be visible and non-visible. Promoting diversity we can meet different needs creatively to ensure opportunities are available to all and potential is fulfilled. Promoting a diversity friendly school culture we are able to meet our school's aims and objectives more efficiently.
Culture is about the way we behave towards one another – school governors, all employees in the school, parents, pupils and the whole school community. It is about how we treat one another and respect our differences. Promoting diversity and a diversity friendly culture helps to create a more productive school community.

THE EQUALITY ACT 2010 AND SCHOOLS
St Agnes Primary School follows The Act and its guidelines which makes it unlawful for the responsible body (governing body) of a school to discriminate against, harass or victimise a pupil or potential:

- In relation to admissions
- In the way it provides education for pupils
- In the way it provides pupils access to any benefit, facility, or service or
- By excluding a pupil or subjecting them to any other detriment.

School is aware of 'unlawful behaviour' and understands the four definitions – direct discrimination; indirect discrimination; harassment and victimisation. The detailed explanations have been read and taken into account and are points 1.17 to 1.24 of the Act.
School also uses the Act to ensure that special provisions are made for disabled people. This means that school is allowed to treat disabled pupils more favourably than non-disabled pupils, and in some cases are required to do so, by making reasonable adjustments to put them on a more level footing with pupils without disabilities. Chapter 4 of the Act covers the requirements in detail and school follows these as necessary.

EQUALITY AIMS

- We aim to develop the children's awareness of the diversity of the society in which we live.
- We aim to equip our children, through the whole of their school experience, to develop positive attitudes towards a pluralistic society.
- All children and staff, regardless of race, gender or ability should have the opportunity to reach their full potential. We aim to ensure that all children have equal access to the curriculum offered in our school and that all children are given equal opportunities.
- Ensure the school does not discriminate unlawfully against learners, job applicants or staff on the grounds of, gender/sex (including issues of transgender, gender reassignment and maternity or pregnancy), race (including colour, nationality and ethnic or national origins), disability, sexual orientation, religion and belief, marital/civil partnership status or age (where applicable). These are all protected characteristics.
- To ensure that school follows the law on victimisation in that it is now unlawful to victimise a child for anything done to the Act (Equality Act 2010) by their parent or sibling.
- School will comply with the above act by providing auxiliary aids and services for disabled pupils which are 'reasonable' and comply with the regulations brought into effect on 1 September 2012.
- We aim to make appropriate changes to teaching resources where applicable.
- Access Local Authority Services to improve practice and understanding e.g. EAL provision/guidelines, SEND practice and guidelines etc.
- Supporting children's emotional needs through pastoral care and access to a counsellor where applicable.
- Providing a curriculum, which promotes positive understanding of different characteristics, recognises the contribution that individuals and groups with protected characteristics make to society and challenging stereotyping and discrimination.
- Monitoring of this policy will take place annually and will be accessible through the school website or will be made available in an alternative format as requested.

EQUAL OPPORTUNITIES – STATEMENTS OF PRINCIPLE

- Discrimination on the basis of creed, colour, culture, origin, domestic background and ability is unacceptable in our school.
- Every person in school will contribute towards a happy and caring environment by showing respect for and appreciation of each other, as individuals.

- An objective for our school will be to educate, develop and prepare children for productive adult life , whatever their creed, culture, colour, origin or ability.
- The Headteacher ensure that the school community knows that discrimination is wrong and always unacceptable. This is taught through assemblies, Christian and Living Values, SMSC. RHSE and British Values topics and discussions with staff, children and parents.
- An equal opportunities philosophy will be practised by all staff.
- We promote the principles of fairness and justice for all through the education that we provide in our school especially through our fundamental British Values.
- We ensure that all pupils have equal access to the full range of educational opportunities provided by the school.

EQUALITY – STATEMENTS OF PRINCIPLES

- We are committed to combating discrimination and harassment by challenging stereotyping and prejudice whenever it occurs.
- We celebrate cultural diversity within our community and show respect for all groups.
- We endeavour to make the school a welcoming place for all groups in the community.
- We ensure that all recruitment, employment, promotion and training systems are fair to all, and provide opportunities for everyone to achieve.
- Equality relates to:

 Race, Religion or Culture
 SEN or Disability (inc DDA 2010)
 Appearance or Health Conditions
 Sexual Orientation
 Home circumstance
 Gender
 General

LEADERSHIP, MANAGEMENT & GOVERNANCE

- The whole school will be proactive in promoting equality, good race relations and in tackling unlawful discrimination. This will be achieved through the cultural lessons planned into school assemblies and lesson planning, through the school ethos in action, and through the wider planned curriculum.
- We will encourage, support and enable all pupils to achieve at St Agnes.
- We will create an environment which respects and values all differences.
- The Headteacher leads by example to promote an environment where individuals feel valued and therefore belong to a caring, friendly and supportive community.
- The Headteacher and governors are aware that it is now unlawful for employers to ask health-related questions of applicants before a job offer, unless the questions are specifically related to an intrinsic function of the work. Applicants are not required to complete a generic health questionnaire as part of the application procedure.
- Admission to the school is the responsibility of the Governing Body in accordance with the foundation of the school and in consultation with the Local Education Authority in line with the Manchester Diocesan Board of Education policy.
- We will ensure that all gay, lesbian or bi-sexual pupils, or the children of gay, lesbian and bi-sexual parents, are not singled out for different and less favourable treatment from that given to other pupils.
- When making decisions, school is aware of the duty to have “due regard” when making a decision or taking an action and will assess whether it may have particular implications for people with particular protected characteristics ie race, disability, sex, age, religion or belief, sexual orientation, pregnancy or maternity and gender reassignment.
- We will ensure that if English is not the first language of parents/carers a translator or use of google translate will be provided for parents meetings, or meetings with the Headteacher and/or Governors.

ROLES & RESPONSIBILITIES

- The Governing Body is responsible for:

 ensuring that the school fulfils its legal responsibilities
 the policy and its related procedures and strategies are implemented.

- The Headteacher is responsible for:

 implementing the policy
 for ensuring that all staff are aware of their responsibilities, are given appropriate training and support
 taking appropriate action in any case of unlawful discrimination.
 dealing with reported incidents of racism and harassment and reporting them to the LA on a weekly basis.

Reports of discrimination are categorised as follows:
o Race, Religion or Culture
o SEN or Disability
o Appearance or Health Conditions
o Sexual Orientation
o Home circumstance
o Sexist or Sexual
o General
 Report to the Governing Body incidents of discrimination
 Ensure procedures are reviewed regularly

- All staff are expected to:

 deal with racist incidents that may occur
 to know how to identify and challenge cultural bias and stereotyping
 to incorporate principles of equality and diversity into all aspects of their work
 deal quickly with any complaints from children and parents as necessary
 use positive teaching methods
 use SMSC (Social, moral, spiritual and cultural) to focus on values both in class and assemblies throughout each term
 continually organise the school in order to minimise opportunities for discrimination
 Make appropriate changes to teaching resources as needed
 Supporting children's emotional needs through play therapy, drawing and talking therapy (this may be through a counsellor)
 treat discrimination seriously and strive to eliminate it from our school
 offer opportunities to discuss the incidents with appropriate adults (e.g. Senior Mid-day Supervisor/Senior Leadership Staff)
 engage in our Community Cohesion Project
 Use our Anti-Bullying booklets to record incidents and act on any recommendations from the Headteacher after analysis
 Foster good relations and understanding through our British Values and SMSC topics
 Promote our Christian Values through assemblies, circle time etc including: Peace, Tolerance, Respect and Love
 Participating in the Community Cohesion/Linking School project (Horton Mill - particularly our focus classes of Year 3 and 4) which enables our schools to meet and exchange experiences with children from different backgrounds.

Visitors and contractors will: be made aware of and expected to comply with the school's equality policy this will be shown on arrival to school.

Parents:

 Parents have a responsibility to support the school's equality policy and to actively encourage their child to be a positive member of the school and follow the Great Expectations and respect our home school agreement.

SANCTIONS
Sanctions follow those outlined in the school's Behaviour Management policy.

LINKS WITH OTHER POLICIES & DOCUMENTS
This policy links with
 Behaviour Management Policy
 Special Educational Needs Policy
 Safeguarding Policy (Child Protection Policy)
 Disability Discrimination/Accessibility Policy (including DDA 2010)
 Data Protection Policy
 Pupil's progress, attainment and assessment, including ethnic monitoring
 Teaching and Learning
 The curriculum statement
 Staff Recruitment and Professional development
 Community Cohesion Policy
 SMSC and British Values Policy
 School uniform Policy
 Kinder Kids and Anti-bullying Policy
 Admissions Policy

We always stay up-to-date and follow guidance provided by our Local Authority and the Department for Education & Skills. Examples are:

- Oldham Council -Policy & Procedures for Reporting and Recording Hate Incidents
- Department for Education & Skills – Schools' Race Equality Policies
- Oldham Council – Revised procedures for Notification of Hate Incidents and Bullying (NOHIB)
- The Gender Equality Duty & Schools; Briefing for Oldham Schools
- The Equality Act 2010 and schools – Departmental Advice May 2014 which we use as a 'consolidated source of discrimination law. It simplifies the law and it extends protection from discrimination in some areas.'

Religious observance
We respect the religious beliefs and practice of all staff, pupils and parents, and comply with reasonable requests relating to religious observance and practice.

Staff development and training
We ensure that all staff, including support and administrative staff, receive appropriate training and opportunities for professional development, both as individuals and as groups or teams.

MONITORING AND REVIEW
The Headteacher monitor procedures in school and the policy is reviewed regularly by Governors – annually.

Data Protection Statement

The procedures and practice created by this policy have been reviewed in the light of our Data Protection Policy.

All data will be handled in accordance with the school's Data Protection Policy.

Data Audit For This Policy					
What ?	**Probable Content**	**Why ?**	**Who ?**	**Where ?**	**When ?**
Registration / Admissions Data	Name D.O.B. Address Telephone Medical Issues Parental Details Injury details.	Legally Required To For Admission To School Well-Being of Your Child Communication	All Staff (Where Necessary)	Initially Completed On Paper Then Entered Onto School's Information Management System Paper Version is Shredded	Held On File Throughout Child's Time At School Passed Onto New School When Moving Computer Retains Copy of Records in 'Archive'

As such, our assessment is that this policy :

Has Few / No Data Compliance Requirements	**Has A Moderate Level of Data Compliance Requirements**	**Has a High Level Of Data Compliance Requirements**
	✓	