

**CHRIST CHURCH (CHURCH OF ENGLAND)
INFANT SCHOOL & NURSERY**

**CHRIST CHURCH (CHURCH OF ENGLAND)
JUNIOR SCHOOL**

Grow and learn together in the presence of God.



Equality Policy

Proverbs 22:6 Start children off on the way they should go: and even when they are old, they will not turn from it.

Policy Adopted:

Policy Review:

Equality Statement of Objectives

The Equality Act 2010 requires us to publish information that demonstrates that we have a 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.

At Christ Church (Church of England) Infant School and Nursery and Christ Church (Church of England) Junior School we try to ensure that everyone is treated fairly and respectfully. We recognise that people have different needs and we understand that treating people equally does not always involve treating them the same.

We aim to make sure that no-one experiences less favourable treatment or discrimination because of:

- Their age
- A disability
- Their ethnicity, colour or national origin
- Their gender
- Their gender identity
- Their marital or civil partnership status
- Their being pregnant or having recently had a baby
- Their religion or faith
- Their sexual identity and orientation.

We recognise that some pupils need extra support to help them to achieve and be successful. We try to make sure that people from different groups are consulted and are involved in our decisions, especially pupils, parents and those of us who can be treated less favourably.

Our aim is for all children to achieve more. The values we teach our children are:

- Honesty
- Kindness
- Friendship
- Respect
- Perseverance
- Love

We welcome our duties to promote community cohesion and to eliminate discrimination, promote equality of opportunity and foster good relations (under the Equality Act 2010).

The Human Rights Act 1998 sets out those rights in the UK which are protected by the European Convention on Human Rights. Human rights are based on the core principles that are relevant to day to day life, and protect freedom to control one's own life and fulfil one potential through: being safe and protected from harm, being treated fairly and with dignity, living the life you choose, taking an active part in the wider community and society.

Policy on Equality in Practice

Our distinctively Christian ethos contributes to Christ Church as a centre of learning excellence inclusive to all. Through living out our core Christian values – **respect, kindness, honesty, love, friendship and perseverance** – we are a community in which all our members are respected and valued, and can flourish as human beings equally created in the image of God. As a school we provide an engaging, well balanced and inspirational curriculum through which every child's potential may be fulfilled. Through positive encouragement and nurturing, each child has the opportunity to develop to the full – socially, emotionally, spiritually and academically – so as to be equipped with the life skills needed to live as a valued and valuable member of society.

Vision in Practice

The Christ Church Federation takes its responsibility with regard to equality and diversity very seriously.

- Education

Lessons are planned and delivered to meet the needs of the children within the class taking account of the children's abilities and their interests. Lessons are designed to ensure all children can access the learning, be interested and motivated and make good progress.

Lessons take into consideration the interests of the children, their religious beliefs and their level of emotional literacy.

We provide interventions to ensure that children keep up with their learning; and are supported and challenged to achieve their potential.

Children with Special Educational Needs are supported during lessons and their progress is monitored by the SEND Co-ordinator. (See our SEND Offer and Policy available on our website).

Children with English as an additional language are assessed upon entry and a clear plan of support is initiated.

- Educational visits and residential

All children take part in educational visits and residential, no child is discriminated against because of their financial or medical circumstances.

- Care

We aim to provide the highest level of care for our children and where appropriate individual care plans are developed in consultation with parents to meet the needs of individual children. This ensures that they are able to access their education and are supported with their care needs in a safe, caring and dignified manner.

- Medical Needs

Children with specific medical needs are supported and cared for in our schools through the development of an individualised Health Care Plan.

- Mobility

Children with mobility difficulties will have a Personalised Emergency Evacuation Plan to ensure that they receive the relevant assistance to leave the building quickly and safely in an emergency.

Infant Site

Ramps and suitable doors have been installed at the entrance to the school, into the reception classes and into the school hall. There is currently only access to Year One and Year Two classes via steps.

Junior Site

Ramps and suitable doors have been installed at the entrance to the school and into the school hall. Access to all other areas of the school is by external walkways and single steps.

Parents with mobility difficulties attending either setting are welcomed and alternative arrangements are made to ensure that they are able to attend school events. A toilet for the disabled is available at both settings.

- Behaviour

Both settings have clear Behaviour Policies and Anti Bullying Policies. These are available on our website. Children and adults are expected to treat each other with respect at all times. Actions are taken to address any discriminatory language or comments intended to cause offence.

- Worship

All children attend worship and are taught Religious Education. During these sessions the importance of valuing diversity and tolerance are introduced and reinforced. On the rare occasions that parents exercise their right to withdraw their child from worship alternative supervision is provided wherever possible.

- British Values

The values of individual liberty, tolerance, respect, democracy and the rule of law are encompassed within and throughout the curriculum. Please see the British Values statement on the school website for further details.

- Extra-Curricular Activities

These activities are designed to provide additional opportunities to the children that attend our schools. The clubs may change during the year to offer sessions on different subjects or to different groups of children. All activities are available on a first come first served basis. Chargeable clubs are free to all children eligible for pupil premium to ensure that they have equal access to these activities.

- Music Tuition

Junior School children are invited to attend auditions for music lessons, that are in addition to curriculum based lessons. These places are allocated based on the assessment of the Music Teacher.

All chargeable music tuition is free to all children eligible for pupil premium to ensure that they have equal access to these opportunities. (Please see our Charging and Remissions Policy).

- Staffing - Recruitment

All vacancies or job opportunities are advertised to all internal staff and where appropriate externally. The selection process is conducted in line with the stated job description and specification. The short list is agreed with the panel of Governors and staff involved in the recruitment process. Interviews are completed fairly to allow all candidates equal opportunity to respond to the questions and tasks posed or to present their own information.

- Staff Development

All staff are valued and Continued Professional Development Opportunities are provided on a fair and consistent basis. Training is prioritised dependent on the skills and needs of the individual or the role that they hold.

- Gender Neutral Routines and Practices

Children will not be asked to segregate into gender lines/ groups when moving around school or completing tasks. Gender stereotypes will not be used when auditioning for parts in plays and performances.

- Gender Identity and the use of Personal Pronouns.

When admitting a child or completing recruitment procedures Christ Church Federation will only request gender details to carry out its' legal duty. This information will be stored in line with GDPR regulations. If the adult or child has a different gender identity to that recorded for legal purposes they will be asked determine what pronouns are used to refer to themselves.

- Vocabulary, Terminology and Pictorial Representations

At Christ Church Federation staff are required to review the vocabulary and terminology used that may promote stereotyping i.e. fireman, spaceman, policeman and replace it with a gender neutral alternative i.e. Police Officer, Astronaut, Fire Officer. Staff are also required to be conscious of displays and the pictorial representations of people within images so that they depict a wide range of ethnicities and cultures in a positive manner.