



# ESHER CHURCH SCHOOL

*Christ at the Centre; Life to the Full*

## ***Our Vision:***

*To be a safe, happy, loving community where excellent teaching inspires children to learn and explore, care for each other and believe they can make a difference.*

## **Equality Information and Objectives**

Date Published: May 2020

Date of Review: May 2024

This policy outlines the commitment of the staff and governors to promote equality. This involves tackling the barriers that could lead to unequal outcomes, so that there is equality of access and the diversity within the school community is celebrated and valued.

We believe that equality should permeate all aspects of school life and is the responsibility of every member of the school and wider community. Every member of the school community has a right to feel safe, secure, valued and of equal worth. At Esher Church School, equality is a key principle for treating all people the same, irrespective of their gender, ethnicity, disability, religious beliefs / faith tradition, sexual orientation, age or any other of the protected characteristics (Single Equalities Act 2010).

## **Introduction**

This Equality Policy amalgamates all the equalities legislation into one single equality policy for Esher Church School.

## **Monitoring and Review**

The staff member responsible for co-ordinating the monitoring and evaluation is the Headteacher. She will be responsible for:

- providing updates on equalities legislation and the school's responsibilities in this regard;
- working closely with the governor responsible for this area who is Ben Holmes;
- supporting positively the evaluation activities that monitor the impact and success of the policy on pupils from different groups, eg SEN, Looked After Children, Minority Ethnic including Traveller and EAL pupils and children entitled to free school meals, in the following recommended areas:
  - pupils' progress and attainment
  - learning and teaching
  - behaviour, discipline and exclusions
  - attendance
  - admissions
  - incidence of prejudice-related bullying and all forms of bullying
  - parental involvement
  - participation in extra-curricular and extended school activities
  - staff recruitment and retention
  - visits and visitors.

## **Policy Commitments**

### **Promoting Equality: Curriculum**

We aim to provide all our pupils with the opportunity to succeed. To achieve this we will ensure:

- that curriculum planning reflects a commitment to equality;
- that the curriculum prepares pupils for life in a diverse society and uses opportunities to reflect the background and experience of pupils and families in the school;
- that there will be opportunities in the curriculum to explore concepts and issues related to identity and equality;
- the promotion of attitudes and values that celebrate and respect diversity and challenge discriminatory behaviour and language wherever it occurs;
- the use of images and materials that positively reflect a range of cultures, identities and lifestyles.

### **Promoting Equality: Achievement**

There is a consistently high expectation of all pupils, regardless of age, gender, ethnicity, ability, social background and sexual orientation. To secure the best possible outcomes:

- adults in the school will be expected to be good, positive role models in their approach to all issues relating to equality of opportunity;
- the particular needs of individuals and groups within the school are identified and used to target interventions to narrow gaps in achievement;
- a range of teaching methods is used throughout the school to ensure that effective learning takes place at all stages for all pupils;
- all pupils are actively encouraged to engage fully in their own learning.

### **Promoting Equality: The ethos and culture of the school**

- At Esher Church School we are aware that those involved in the leadership of the school community are instrumental in demonstrating mutual respect between all members of the school community.
- We strive to achieve a feeling of openness and tolerance that welcomes everyone to the school.
- The children are encouraged to greet visitors to the school with friendliness and respect.
- The displays around the school reflect the diversity across all aspects of equality and are regularly monitored.
- Reasonable adjustments will be made to ensure access for pupils, staff and visitors (including parents) with disabilities (this not only includes physical access, but takes account of wider access to school information and activities).
- Provision is made to cater for the cultural, moral and spiritual needs of all children through the planning of assemblies, classroom based activities and off-site activities.
- Pupils' views are actively encouraged and respected. Pupils are given an effective voice, for example, through the School Parliament and pupil voice surveys and there are regular opportunities to engage with pupils about their learning and the life of the school.
- Positive role models are recognised and promoted throughout the school to ensure that different groups of pupils feel welcomed and included.

### **Promoting Equality: Staff Recruitment and Professional Development**

- All posts are advertised formally and open to the widest pool of applicants.
- All those involved in recruitment and selection are trained and aware of what they should do to avoid discrimination to ensure equality of opportunity.
- Steps are taken to encourage people from under-represented groups to apply for positions at all levels of the school.
- Access to opportunities for professional development is monitored on equality grounds.
- Equalities policy and practice is covered in staff induction.
- All supply staff and contractors are made aware of the equalities policy and practice.

### **Promoting Equality: Countering and Challenging Harassment and Bullying**

- The school challenges all types of discriminatory behaviour and this is made clear to staff, pupils, parents and Governors.
- The school has a clear, agreed procedure for dealing with prejudice-related bullying incidents and has a nominated member of staff responsible for recording and monitoring incidents.
- The school reports to Governors, parents and the LA on an annual basis the number of prejudice-related incidents recorded in the school.

### **Promoting Equality: Partnerships with Parents/Carers and the Wider Community**

Esher Church School aims to work in partnership with parents/carers. We:

- take action to ensure that all parents/carers are encouraged to participate in the life of the school;
- maintain good channels of communication, eg through parent surveys, to ensure that parents' views are captured to inform practice;
- encourage members of the local community to join in school activities and celebrations;
- ensure that the parents/carers of newly arrived pupils, eg EAL, Gypsy, Roma and Traveller or pupils with disabilities, are made to feel welcome.

### **Responsibility for the Policy**

In our school all members of the school community have a responsibility for promoting equalities.

The Governing Body has responsibility for ensuring that:

- the school complies with all equalities legislation relevant to the school community;
- the school's Equality Policy is maintained and updated regularly; and that equality schemes are easily identifiable
- the actions, procedures and strategies related to the policy are implemented;
- the designated equalities Governor will have an overview, on behalf of the governing body, on all prejudice-related incidents, or incidents that are a breach of this policy and will ensure that appropriate action is taken in relations to such incidents.

The Headteacher and Senior Leadership Team has responsibility for:

- providing leadership and vision in respect of equality, in partnership with the governing body;
- overseeing the implementation of the Equality Policy and schemes;
- co-ordinating the activities related to equality and evaluating their impact;
- ensuring that all who enter the school are aware of, and comply with, the Equality Policy;
- ensuring that staff are aware of their responsibilities and are given relevant training and support;
- taking appropriate action in response to any prejudice-related incidents.

All school staff have responsibility for:

- the implementation of the school's Equality Policy and schemes;
- dealing with incidents of discrimination and knowing how to identify and challenge bias and stereotyping;
- ensuring that they do not discriminate on grounds of ethnicity and culture, disability or sexual orientation, or against other groups vulnerable to discrimination;
- keeping up to date with equalities legislation.