

St. Mary's

Church of England (VA) Primary School



Equalities Statement

Author:	Emma Edwards, Headteacher
Date:	July 2020
Review Date:	July 2021
Ratified by:	 Date: July 2020

St. Mary's Church of England (VA) Primary School is committed to ensuring equality of opportunity for all pupils, staff, parents and carers irrespective of race, gender, disability, belief, sexual orientation, age or socio economic background. We aim to develop a culture of inclusion and diversity in which all those connected to the school feel proud of their identity and ability to participate fully in school life. The principle of equal opportunities for all is rooted in our strong Christian values.

We tackle discrimination through the positive promotion of equality, by challenging bullying and stereotypes and by creating an environment which champions respect for all.

At St. Mary's Church of England (VA) Primary School, we believe diversity is a strength which should be respected and celebrated by all those who learn, teach and visit us.

Equality of Teaching and Learning

We provide all our pupils with the opportunity to succeed and to reach the highest level of personal achievement. We do this by:

- Ensuring equality of access for all pupils and preparing them for life in a diverse society
- Using materials that reflect the diversity of the school and local community without stereotyping
- Promoting attitudes and values that challenge any discriminatory behaviour or prejudice
- Providing opportunities for pupils to appreciate their own culture and celebrate the diversity of other cultures
- Seek to involve all parents in supporting their child's education
- Utilising teaching approaches appropriate for the whole school population which are inclusive and reflective of our pupils

Equality in Admissions and Exclusions

Our admission arrangements are fair and transparent and do not discriminate on the grounds of race, gender, religion, sexual orientation belief, disability and/socio-economic background

Equal Opportunities for Staff

All staff appointments and promotions are made on the basis of merit and ability and in compliance with the law. We are keen to ensure that the staffing of the school reflects the diversity of our community. The school has a full and separate Equality Policy. Please consult this for further details.

Principles

Principle 1: *All learners are of equal value:* In God's eyes we are all equal and so we see all learners as well as their parents and carers as being of equal value. We ensure that learners have access to reasonable adjustments so that they can achieve their potential. This can be achieved through differentiated resources or additional support.

Principle 2: *We recognise and respect difference:* We have an annual diversity week focusing on specific groups protected under the Public Sector Equality Duty 2010 and adhere to the Fundamental British Value of tolerance and respect.

Principle 3: *We foster positive attitudes and relationships together with a shared sense of cohesion and belonging.* We utilise the Church of England's document: All God's Children to develop an

understanding that although we are all unique and individual, we are all loved by God and have some commonality.

Principle 4: *We observe good equalities practice in staff recruitment, retention and development.* We follow Safer Recruitment practice which conforms to HR standards and guidelines.

Principle 5: *We aim to reduce and remove inequalities and barriers that already exist.* We follow the Hertfordshire Steps behaviour management therapeutic programme, we are an Attachment Aware school and we also work with a wide range of outside agencies to ensure that our families are able to access equality of provision. These agencies include: the Traveller and Attendance Team, Educational Psychology Service, The Virtual School, Special Educational Needs and Disability (SEND) provision from Developing Specialist Provision Locally area 9.

Principle 6: *We consult and involve widely.* We have close relationships with all parents, St Mary's Church, other local schools, and our neighbours. We work with local clubs and providers enabling them to use our facilities and promote their causes within our school community (for example a local wildlife club) and we have introduced Community lunches this year to further involve our neighbours and parishioners.

Principle 7: *Society as a whole should benefit.* As a school based on Christian values, we encourage a wide range of charitable activities and causes including helping the local homeless and economically disadvantaged. We work closely with St Mary's school in Africa, a school named in our honour as we donate much needed equipment and uniforms; we also sponsor an African child's education.

This is an annual statement made on behalf of the Governing Body by the Headteacher.

Mrs Emma Edwards
Headteacher

July 2020