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Headteacher



# St Peter's Church of England Middle School

## Equalities information and objectives

**This policy is approved by Local Governing Body**

**The policy is to be reviewed in May 2020**

**Headteacher: Andy Snipp**

**Chair of Local Governing Body: Rebecca Scott Saunders**

*You yourselves like living stones are being built up. 1 Peter 2:5*

Updated for Vision – Oct 19

## **Equalities information and objectives**

St Peter's Church of England Middle School welcomes its general duties under the 2010 Equality Act and the 2011 Equality Duty to:

- Eliminate discrimination, harassment and victimisation
- Advance equality of opportunity and
- Foster good relations

*You yourselves like living stones are being built up*– Aspire, Believe, Grow, Achieve

(Quote taken from: 1 Peter, 2:5) You yourselves like living stones are being built up- valued by God- and a unique member of our school community. You will continue to build firm foundations for life in all its fullness– spiritually, academically, socially and emotionally, as this is at the heart of everything we do. We want you to become a wise, compassionate and responsible citizen in today's multi-faith modern Britain.

Everyone who works within the school is striving to achieve this for all those belonging to our school community irrespective of gender, sexual orientation, race, nationality, ethnic origin, disability and background or family circumstances. As a member of the family of schools belonging to the Oxford Diocesan Schools' Trust, we subscribe to the ODST Equality and Diversity procedures to promote equality and treat everyone fairly.

### **The equality and diversity procedure aims to:**

- value and recognize all stakeholders and enable them to develop and perform to the best of their ability;
- promote good relations between different groups sharing protected characteristics and those who do not;
- support dignity and respect for all, where no form of discrimination, equality of opportunity between people who share a protected characteristic and those who do not;
- where appropriate, allows positive action to be taken for under-represented groups (eg LAC, Adopted children);
- allow breaches of equality to be investigated and dealt with accordingly as matters of misconduct;
- enable ODST to comply with its statutory obligations under the Equality Act (2010).

### **Eliminating discrimination:**

Our vision is to “Rise above the ordinary” which articulates our aspirations for all our children and young people. The family of St Peters values the uniqueness of every one of our students and is committed to meet the needs of each one. We develop and nurture a strong school fellowship based on the understanding that each is equal and valuable in the eyes of God.

### **Advancing equality of opportunity**

Our curriculum is designed to enable all our children to reach their full potential in body, heart, mind and spirit. Whatever their background they will learn how to shape

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their own futures and develop their unique capacities and skills rooted in their own interests.

Throughout all our work within our curriculum we take a holistic approach to the promotion of British values as part of the spiritual, moral, social and cultural development of our pupils. Our English curriculum addresses themes such as tolerance, mutual respect and democracy. Through the work of our school council, all students have the opportunity to learn about different models of democracy and take part in voting. Visits to enhance our RE curriculum include opportunities to see other places of worship important to other faiths and we actively promote diversity through celebrations of different cultures. Our History schemes of learning include opportunities to analyse and discuss events in UK and World History where British values have been tested e.g. two World Wars whilst in Geography, our students can learn about how different cultures live and work throughout the world.

Our most recent SIAMS inspection found that the strengthened Christian ethos at St Peter's School is having a positive impact on students' wellbeing and achievement and that as a result of a comprehensive improvement strategy, attainment levels are steadily improving for all groups.

#### Fostering good relations

We consult with and involve a range of groups and individuals to ensure that those who are affected by a policy or activity are consulted and involved in the design of new policies and in the review of existing ones. We intend that our policies and activities should benefit society as a whole, the members of our Academy Trust and all those belonging to our local school community.

#### Publishing equality considerations

The Local Governing Body at St Peter's Church of England Middle School has agreed a set of objectives to promote the school's key values of equality and diversity.

Key Documents to reference:

- School website
- ODST Equality and Diversity Procedure on Trust website
- School Accessibility plan and strategy
- Supporting Children with Medical Conditions policy
- SEN and Inclusion policy

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## EQUALITY OBJECTIVES 2016-17 Date: May 2016

The governing body has agreed the following Equality Objectives:

	Equality Objective	Success Criteria How we will know we are making progress	Actions required to achieve objective	Aims of the Equality Duty	Protected Characteristics
1.	To effectively support learners with particular needs in partnership with parents/carers	<p><b>Within 12 months</b></p> <p>Provide opportunities for parents/carers to be informed about Behaviour management strategies and Assessing and recording pupils' learning</p> <p>Involve and inform parents as set out in our supporting children with medical conditions policy.</p> <p>Review our communication with parents and carers.</p>	<p>This strategy will be included in the SDP for 2016/17 the progress of which will be reported to Governors via the Curriculum and Parents Committee</p> <p>Parents / carers will be surveyed for impact and to suggest further topics that would be beneficial</p> <p>Governors will set up a working party of governors, staff and parents/carers to elicit views, trial new systems and make recommendations. This will link to the school's Accessibility strategy for supporting pupils with disabilities.</p>	<p>Eliminate unlawful discrimination</p> <p>Advance equality of opportunity</p> <p>Foster good relations</p>	<p>Race</p> <p>Disability</p> <p>Gender</p> <p>Religion or Belief</p> <p>Sexual Orientation</p> <p>Age</p>
2.	To ensure fair and equal treatment for all staff and others	<p><b>Within 12 months</b></p> <p>Rigorous implementation of our Code of Conduct, and HR policies such as Recruitment and Whistle blowing,</p> <p>Rigorous implementation of our recruitment and retention procedures, including our new induction policy, in compliance with equal opportunities legislation.</p> <p>Respond to outcomes from our staff questionnaires both Ofsted designed and our own internal WWW / EBI procedures</p>	<p>The Governors will review and agree the policies designed by the ODST team in consultation with the Union representatives</p> <p>This strategy is included in the SDP for 2016/17 the progress of which will be reported to Governors via the Resources Committee.</p>	<p>Eliminate unlawful discrimination</p> <p>Advance equality of opportunity</p> <p>Foster good relations</p>	<p>Race</p> <p>Disability</p> <p>Gender</p> <p>Religion or Belief</p> <p>Sexual Orientation</p> <p>Age</p>
3.	All pupils will receive a broad, balanced and relevant learning curriculum which meets their individual needs and enables them to progress in their learning.	<p><b>Within 12 months</b></p> <p>AHT and SENCo to review and adjust accordingly the termly curriculum plans to ensure that the needs of pupils living with SEND are met in full</p> <p>Introduce our new PSHE curriculum to promote greater understanding amongst our</p>	<p>This strategy is included in the SDP for 2016/17 the progress of which will be reported to Governors via the Curriculum Committee</p>	<p>Eliminate unlawful discrimination</p> <p>Advance equality of opportunity</p> <p>Foster good relations</p>	<p>Race</p> <p>Disability</p> <p>Gender</p> <p>Religion or Belief</p> <p>Sexual Orientation</p> <p>Age</p>

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		children of members of our society who are LGBT			
4.	All parents/carers feel welcomed informed and involved within the school community	<p><b>Within 12 months</b></p> <p>Parents/ Carers will be kept informed and made welcome via:</p> <ul style="list-style-type: none"> <li>• Weekly newsletters</li> <li>• Parent meetings / workshops</li> <li>• Parent/Carer Open Afternoons</li> <li>• Individual communications as appropriate</li> <li>• Updates on the website</li> <li>• Requests for Parent/Carers to evaluate new strategies</li> <li>• Questionnaires</li> </ul>	Our progress within this objective will be reported to Governors via the Curriculum Committee	<p>Eliminate unlawful discrimination</p> <p>Advance equality of opportunity</p> <p>Foster good relations</p>	<p>Race</p> <p>Disability</p> <p>Gender</p> <p>Religion or Belief</p> <p>Sexual Orientation</p> <p>Age</p>
5.	All staff will promote the values and ethos of the school demonstrating sound understanding of, and inclusive practice towards pupils with protected characteristics	<p><b>Within 12 months</b></p> <p>Staff will have taken part in training to implement the PSHE curriculum that develops and promotes an empathetic and proactive approach to the social inclusion, education and sensitive management of issues relating to pupils with protected characteristics and support for their families.</p> <p>We will be well advanced with the implementation of the new PSHE curriculum, educating all children to recognise that there is diversity in our society which we must respect and celebrate</p> <p>Children in all year groups will have received education about the unacceptability of racist, religiously biased, sexist, homophobic, transphobic and disablist language and behaviour, the need to challenge it and how to do so</p>	Our progress within this objective will be monitored within the success and impact of the PSHE curriculum and reported to Governors via the Curriculum Committee	<p>Eliminate unlawful discrimination</p> <p>Advance equality of opportunity</p> <p>Foster good relations</p>	<p>Race</p> <p>Disability</p> <p>Gender</p> <p>Religion or Belief</p> <p>Sexual Orientation</p> <p>Age</p>

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