



Altwood Church of England School

'I have come that they may have life and live it in all its fullness' John 10:10

EQUALITIES POLICY

Date last reviewed: Autumn term 2024

Responsibility: Headteacher and Lead Governor for SEND and Inclusion

Review Period: Biennially

THIS POLICY WILL HELP THE SCHOOL TO FULFIL ITS AIMS BY:

1. Promoting equality, diversity, dignity and respect throughout the school.
2. Ensuring that all children receive their entitlement to a brave, broad, balanced and relevant curriculum, differentiated to meet individual needs, enabling all children to flourish.
3. Promoting British Values.
4. Complying with the Equalities Act 2010, inclusion and ensuring all Gods' children are valued.
5. Identifying and removing practices that may result in indirect discrimination.
6. Providing equality of opportunity for all students and staff so they can enjoy life in all its fullness.
7. Fostering wisdom, knowledge, compassion and love so individual differences are respected and valued.
8. Ensuring that the best education possible will be available to all pupils.
9. Upholding and modelling our Christian vision and values.

THE OBJECTIVES OF THIS POLICY WILL BE FOR US TO BE A SCHOOL WHERE EVERYONE:

1. Promotes a caring environment based on our Christian Vision and Values.
2. Develop enquiring minds capable of independent thought, advocacy and spiritual growth.
3. Promote the value of lifelong learning.
4. Be open to new ideas.
5. Encourage respect and tolerance.

To achieve this, we intend to:

1. Ensure measures are in place to enable students and staff to make the most of their talents, abilities, experiences and opportunities in school, in their lives outside school, and in their futures.

2. Seek equality of opportunity across the nine protected characteristics identified in the Equality Act 2010:
 - a. age
 - b. disability
 - c. gender reassignment
 - d. marriage and civil partnerships
 - e. pregnancy and maternity
 - f. race
 - g. religion and belief
 - h. sex
 - i. sexual orientation
3. Raise the ambitions, increase the aspirations and widen the horizons of all students.
4. The school recognises its responsibilities to provide auxiliary aids as a reasonable adjustment.
5. Promote staff awareness of teaching strategies and classroom management techniques which contribute to students' achievement and motivation.
6. Provide a curriculum and teaching materials free from bias and stereotyping.
7. Promote deep and rich learning opportunities for children on a wider map.
8. Ensure that all students are presented with a wide range of positive role models.
9. Remove barriers in developing a staffing and management structure, including that of the governing body, which reflects the school's policy on equalities
10. Encourage a positive and supportive response from parents to our equalities policy.

TO FULFIL THIS POLICY THE SENIOR LEADERSHIP TEAM AND GOVERNORS OF THE SCHOOL WILL NEED TO BE AWARE OF, ACT UPON AND REVIEW PRACTICES AND PROCEDURES IN EACH OF THE AREAS CITED BELOW:

1. Curriculum content and assessment methods
2. Resources
3. Behaviour for learning
4. Relationships and personal development
5. Ethos and environment
6. Options and careers education, information, advice and guidance
7. Co-curricular activities
8. Staffing

MONITORING AND EVALUATING THE EFFECTIVENESS OF THE POLICY

A range of information, including quantitative and qualitative data, will be used in the annual report to Governors by the Headteacher and will include:

- Pupil attainment and progress data
- Access to the curriculum and subject areas
- Suspensions and exclusions from school
- Information on personal and character development and promoting cultural capital
- Summary of racist, homophobic and bullying incidents
- OFSTED and SIAMS reports on Altwood School
- Feedback from parents, pupils and Governors, where applicable

Data will be used to inform planning and to ensure the school's commitment to equal opportunities goes from policy to practice improving outcomes.