



CHILTON FOLIAT CE VA PRIMARY SCHOOL



Our School Christian Vision

With thankfulness, courage and love,
we strive to improve heart and mind.

At Chilton Foliat Primary School we honour our educational heritage, supported by a strong Christian ethos. We strive to provide a diverse education that inspires children to develop a **thirst for knowledge**. This is delivered in a safe, thoughtful and nurturing environment promoting self-discipline, motivation and excellence in all that we do.

We encourage strong partnerships and inclusive relationships amongst pupils, parents, carers, staff and the wider community.

Equality and Diversity Policy

Date Reviewed	March 2024
Review Period	Annually /2 Yearly/Readopted/Other
Review Body	Headteacher with staff colleagues and Foundation Committee

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Rationale

Our school is rooted in the Christian faith and as a school community we aim to nurture and nourish each member to enable them to flourish, with thankfulness, courage and love as we strive to improve heart and mind. We believe that every person is special in God's eyes and we treat each other with dignity and respect. Each person in all their unique difference should be able to thrive, irrespective of physical appearance, gender, race, religion, ethnicity, socio-economic background, academic ability, disability, sexual orientation or gender identity.

The general equality duty requires Chilton Foliat Primary School to have due regards to the need to:

- Eliminate discrimination, harassment, victimisation and any other conduct that is 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 across all protected characteristics – between people who share a protected characteristic and people who do not share it.

Aims

At Chilton Foliat Primary School our goal is to create an inclusive learning environment that embraces diversity, a safe place without prejudice, where all our pupils and staff have the opportunity to thrive and grow within a caring, aspirational and outward looking culture. Hand in hand with our parent and wider community, and underpinned by our core Christian Vision and Values, we seek to challenge prejudice and eliminate all forms of discrimination to allow us to continue to build a culture of equality. We promote equality through:

- Shared knowledge which helps our pupils to advocate for equality, understand how they should be treated and how to treat others
- Ensure teaching and learning is a vehicle to enabling equality by developing and delivering a curriculum which promotes equality, diversity and inclusion of all of the protected characteristics
- Creating a safe environment for our children to challenge, discuss, explore, and form lasting values, morals, and opinions
- Living out our core Christian values and theological underpinning to evidence respect, embrace diversity, gain knowledge and understanding that can help to improve relationships
- Ensure our values enable us to tackle prejudice.

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Legal Framework

We welcome our duties under the Equality Act 2010, Children and Families Act 2014, Education Act 2011 and other associated laws. In particular:

- [The Equality Act 2010](#), which introduced the Public Sector Equality Duty and protects people from discrimination
- [The Equality Act 2010 \(Specific Duties\) Regulations 2011](#), which require schools to publish information to demonstrate how they are complying with the Public Sector Equality Duty and to publish equality objectives.

Staff and governors at Chilton Foliat are committed to promoting equality and quality assuring practice against key principles set out in this policy. Every member of our community at Chilton Foliat Primary school should be treated equally irrespective of:

- age
- being married or in a civil partnership
- being pregnant or on maternity leave
- disability
- race including colour, nationality, ethnic or national origin
- religion or belief
- sex
- sexual orientation
- gender reassignment

Advancing equality of opportunity

As set out in the DfE guidance on the Equality Act, the school aims to advance equality of opportunity by:

- Recognising and embracing differences. Ensuring differences are respected, and valued because diversity is a strength
- We view each other, our children and families as individuals
- Working to eliminate the disadvantages and barriers which some of our children face
- Understanding that differences may relate to ethnicity, gender, faith, disability, or sexual orientation
- Challenging stereotyping and prejudice. All incidences of prejudice-based bullying are reported and challenged
- We recognise the difference between equality and equitable response to meeting the needs of children
- We provide some children with extra support through reasonable adjustments.

In the work place

- All school policies and procedures are designed to benefit all employees and potential recruits in every aspect of their work

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- Procedures are active throughout a member of staff's career, from recruitment and promotion, through to personal development
- We provide equitable access to opportunity in terms of staff recruitment, retention and development
- We support staff with reasonable adjustments and access arrangements where required
- We seek to regularly review, challenge and quality assure our policies and processes to ensure continued best practice.

Fostering positive relationships and attitudes throughout the school

Collaboratively, Chilton Foliat staff, children, and families promote mutual respect and positive attitudes between communities and groups that differ from one another. We:

- Promote tolerance, friendship and understanding of a range of religions and cultures through different aspects of our curriculum. This includes teaching in RE, citizenship and personal, social, health and economic (PSHE) education, but also activities in other curriculum areas. For example, as part of teaching and learning in English/reading, pupils will be introduced to literature from a range of cultures
- Tackle prejudice related bullying and take a zero-tolerance position to incidents if they occur by following our school Anti-bullying Policy
- Ensure all policies and procedures challenge types of discriminatory behaviour, and underpin our expectation of inclusion embracing diversity.
- Expect all our pupils to thrive, to feel a sense of belonging, to be proud of themselves, to have high aspirations
- Encourage our pupils to celebrate the effort taken for each individual's journey, recognising the end point will be different for everyone.

Breaches of the policy

Breaches of this policy will be dealt with in the same ways that breaches of other school policies are dealt with, as determined by the headteacher and governing body.

Application and Monitoring

The governing body will:

- Ensure that the equality information and objectives as set out in this Policy are published and communicated throughout the school, including to staff, pupils and parents
- Ensure that the published equality information is updated at least every year, and that the objectives are reviewed and updated at least every 4 years
- Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the headteacher.

The headteacher will:

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- Promote knowledge and understanding of the equality objectives among staff and pupils
- Monitor the practices and procedures of the school's Positive Behaviour for Learning Policy in relation to the principles of equality
- Monitor success in achieving the objectives and report back to governors.

Staff will:

- Be able to recognise and tackle bias and stereotyping
- Promoting equal opportunities and good race relations
- Avoiding discrimination against anyone for reasons of ethnicity, disability or gender
- Implement the school's Positive Behaviour for Learning Policy
- Taking up training and learning opportunities.

All parents are responsible for:

- Stressing to their children the importance of positive social behaviour
- Following the school's Positive Behaviour for Learning Policy
- Reporting any concerns they may have about discrimination and harassment
- Actively endorsing and supporting the school's equality policy
- Actively participating and encouraging their children to be included in the many aspects of school life
- Actively participating and encouraging their children to take part in community activities
- Promoting positive attitudes and being a positive role model.

How we will meet general duties and specific duties

Chilton Foliat Primary School aims to integrate equality into all aspects of school life. We will monitor the effectiveness of this policy in the following ways:

- By seeking comments from
 - Pupils via School Council and Collective Worship Committee
 - Parents via parent/teacher consultations, Parents Forum, Class Reps and the Parents' Surveys
 - Staff via surveys, annual appraisals and regular staff meetings
 - The wider community via the school's newsletter and website.
- By reviewing each curriculum subject or area under review in order to ensure that teaching and learning reflect the relevant principles set out in this policy
- By discussing progress and data outcomes for all groups including gender, sexuality, race and religion those who have SEND, or who are disadvantaged or vulnerable

Reviewing and assessing the impact of school policies on our general duties under the Equality Act 2010

Any information gathered as a result of our activities will be used to identify any actions which will be considered in conjunction with the School Development Plan, Resources Committee agenda and day to day management of the school.

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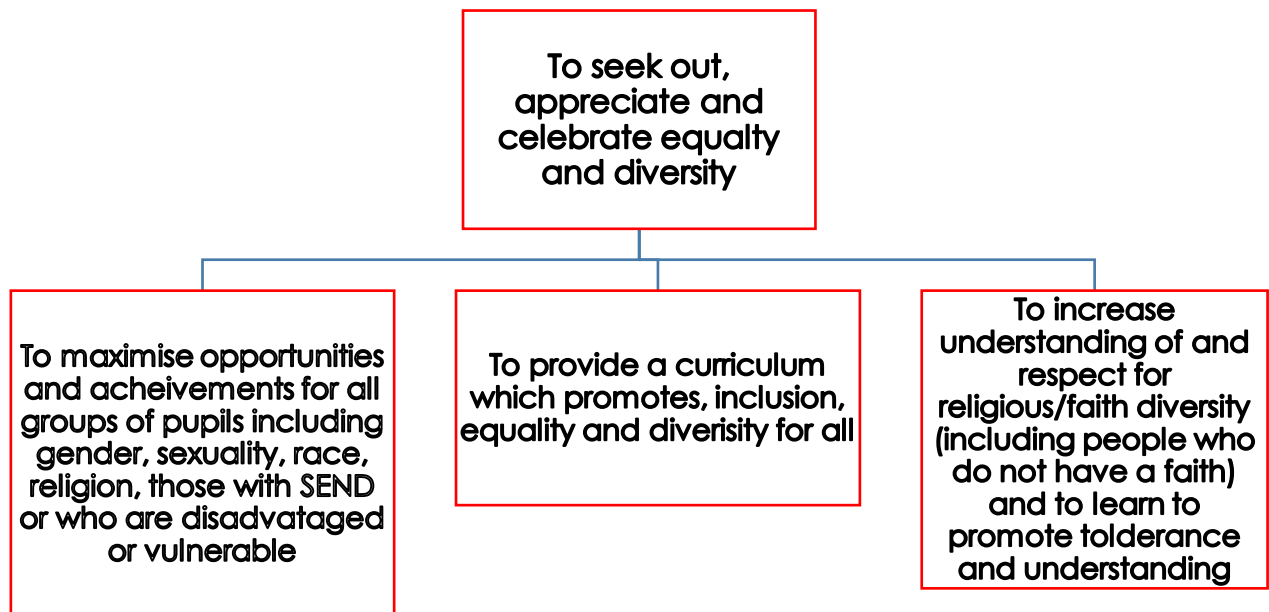
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Reporting

We will produce an annual report which will give overview information on our pupil population, our main equality challenges and our next steps for the following years.

Schools are required to update their published Equality Information each year, and in addition, must have at least one Equality Objective that the school can focus and work on for a period of up to four years. Chilton Foliat Primary School have chosen one overarching objective which has been broken down into three parts:



End: KT March 2024

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