

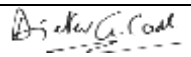


Federation of Bishop Sutton and
Stanton Drew



Single Equality Scheme Policy

2022-2025

Date agreed	Mar 2022
Date for Review	Mar 2025
Headteacher	Dieter Cook
Chair of Governors	Simon Waller
Signed on behalf of the Governing Body by: Name:	Signature: Date: March 2022
Signed on behalf of the school by: Dieter Cook Headteacher	Signature:  Date: 20 th Mar 2022

EQUALITY STATEMENT

Legal Duties

As a school we welcome our duties under the Equality Act 2010. The general duties are to:

- eliminate discrimination, harassment, victimisation and any other prohibited conduct
- advance equality of opportunity (remove or minimise disadvantage; meet people's needs; take account of disabilities; encourage participation in public life)
- foster good relations between people (tackle prejudice and promote understanding)

We understand the principal of the act and the work needed to ensure that those with protected characteristics are not discriminated against and are given equality of opportunity.

A protected characteristic under the act covers the groups listed below:

- age (for employees not for service provision),
- disability
- race
- sex (including issues of transgender)
- gender reassignment
- maternity and pregnancy
- religion and belief
- sexual orientation
- Marriage and Civil Partnership (for employees)

In order to meet our general duties, listed above, the law requires us to do some specific duties to demonstrate how we meet the general duties. These are to:

- Publish equality Information – to demonstrate compliance with the general duty across its functions (We will not publish any information that can specifically identify any child/.)
- Prepare and publish equality objectives

To do this we will collect data related to the protected characteristics above and analyse this data to determine our focus for our equality objectives. The data will be assessed across our core provisions as a school. This will include the following functions:

- Admissions
- Attendance
- Attainment
- Exclusions
- Prejudice related incidents

Our objectives will detail how we will ensure equality is applied to the services listed above however where we find evidence that other functions have a significant impact on any particular group we will include work in this area. We also welcome our duty under the Education and Inspections Act 2006 to promote community cohesion. We recognise that these duties reflect international human rights standards as expressed in the UN Convention on the Rights of the Child, the UN Convention on the Rights of People with Disabilities, and the Human Rights Act 1998.

In fulfilling our legal obligations, we will:

- Recognise and respect diversity
- Foster positive attitudes and relationships, and a shared sense of belonging
- Observe good equalities practice, including staff recruitment, retention and development Aim to reduce and remove existing inequalities and barriers
- Consult and involve widely
- Strive to ensure that society will benefit

Our Vision and Ethos

The Federation aspires to provide the highest quality of learning experiences in a safe, caring environment in which each member of the school is respected as an individual and allowed to grow in confidence and develop to their full capability. We teach our children to be understanding and respectful of each other and the community we live in, and our children will have the confidence and skills to be happy and successful in our ever-changing world.

Our Aims:

We want to be recognised as a school where we provide an inspirational and creative curriculum to inspire children's aspirations. We aim to:

- ✓ Inspire our children to be independent, curious and confident
- ✓ Provide excellent teaching to ensure our achievement and attainment is above national expectations and where all children make excellent progress
- ✓ Prepare our children with the necessary knowledge, skills and resilience to confidently face the challenges in their lives
- ✓ Provide a caring environment where every person matters with strong home/school partnerships
- ✓ Attract and retain inspirational staff by ensuring the Federation is a rewarding and supportive place to work
- ✓ Create a stimulating, supportive and safe learning environment that is enhanced with first class teaching and learning resources
- ✓ Employ efficient and effective procedures to allow our focus to be on improving education
- ✓ Have sustainable, rigorous and robust financial control which allows us to further develop our future provision
- ✓ Lead with passion, clarity and vision for the community in which each school operates as well as the wider Chew Valley area

Our strategic aims are:

Aim 1: To ensure that the education provided by the Federation enables children to gain knowledge and experience in a wide variety of engaging and sustainable learning opportunities

Aim 2: To ensure that all members of our Federation community know their roles and responsibilities and consistently communicate high expectations and high ambition

Aim 3: To embed good mental health, general well-being and positive self-care behaviours in children, to support them in becoming global citizens who are able to contribute positively to society

Aim 4: To promote a positive learning environment that shows that children are engaged in their learning and are deeply involved in assessment processes and the feedback of learning experiences

Our school values are:

Kindness (including Respect and Empathy), Excellence, Honesty, Friendship, Trust, Determination, Confidence, Creativity, Independence, Aspiration, Responsibility, Curiosity, Courage, Happiness and well-being

Addressing Prejudice Related Incidents

This school is opposed to all forms of prejudice and we recognise that children and young people who experience any form of prejudice related discrimination may fair less well in the education system. We provide both our pupils and staff with an awareness of the impact of prejudice in order to prevent any incidents. If incidents still occur, we address them immediately and report them to the MAT/Local Authority using their guidance material.

Responsibility

We believe that promoting Equality is a whole school responsibility:

School Community	Responsibility
LGB	Involving and engaging the whole school community in identifying and understanding equality barriers and in the setting of objectives to address these. Monitoring progress towards achieving equality objectives. Publishing data and publishing equality objectives.
Headteacher	As above including: Promoting key messages to staff, parents and pupils about equality and what is expected of them and can be expected from the school in carrying out its day to day duties Ensuring that all school community receives adequate training to meet the need of delivering equality, including pupil awareness. Ensuring that all staff are aware of their responsibility to record and report prejudice related incidents
Senior Management Team	To support the Head / Principal as above Ensure fair treatment and access to services and opportunities. Ensure that all staff are aware of their responsibility to record and report prejudice related incidents
Teaching Staff	Help in delivering the right outcomes for pupils. Uphold the commitment made to pupils and parents/carers on how they can be expected to be treated. Design and deliver an inclusive curriculum Ensure that you are aware of your responsibility to record and report prejudice related Incidents.
Support Staff	Support the school and the governing body in delivering a fair and equitable service to all stakeholders Uphold the commitment made by the Headteacher on how children and parents/carers can be expected to be treated Support colleagues within the school community Ensure that they are aware of their responsibility to record and report prejudice related incidents
Parents	Take an active part in identifying barriers for the school community and in informing the governing body of actions that can be taken to eradicate these Take an active role in supporting and challenging the school to achieve the commitment given to the school community in tackling inequality and achieving equality of opportunity for all
Pupils	Supporting the school to achieve the commitment made to tackling inequality Uphold the commitment made by the Headteacher on how pupils and parents/carers, staff and the wider school community can be expected to be treated
Local Community	Take an active part in identifying barriers for the school community and in informing the LGB of actions that can be taken to eradicate these Take an active role in supporting and challenging the school to achieve the commitment given to the school community in tackling inequality and achieving equality of opportunity for all

We will ensure that the whole school community is aware of the Single Equality Policy and our published equality information and equality objectives by publishing them on our school website and newsletters.

Breaches

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

Monitor and Review

Every three years, we will review our objectives in relation to any changes in our school profile. Our objectives will sit in our overall school improvement plans and therefore will be reviewed as part of this process.

Equality Objectives 2022 - 2025:

(Also see our Pupil Premium report and Covid 19 Recovery Plan).

1. To increase pupil awareness and understanding of different communities, beliefs, cultures and religions through high quality curriculum delivery, assemblies and cultural events
2. To raise awareness and skills of staff to promote fairness, equality and good relations in the context of their role
3. To ensure that the curriculum promotes and encourages a respectfulness for difference, diversity and ways of living
4. To continue to carefully assess and monitor the impact of Covid 19 on pupils' learning and wellbeing. Review academic gaps and put provision in place to ensure any children disadvantaged by school closures make rapid progress. Ensure that support is in place for children's wellbeing and that all families who have been impacted by Covid 19 have support from school and are signposted to external agencies as required.
5. To ensure our curriculum content and the choice of texts across all curriculum areas reflect and celebrate diversity
6. To ensure our provision in social times engages boys and does not lead to a disproportionate number of boys missing Golden Time
7. To actively promote and consider applications from male staff in recruitment processes and if all other things are equal, employ more male staff to raise the balance of male/female staff

These objectives will be added to a revised Strategic Plan (2022 – 2025) and next year's RAPP (2022 – 2023)