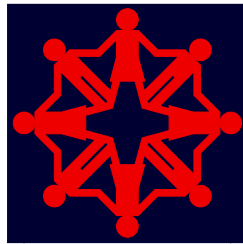


All Saints' C of E Primary School



Equality Objectives

Reviewed: September 2022

To be next Review: September 2024

SCHOOL VISION STATEMENT

All Believing All Achieving

All Saints' school is an open and caring community committed to Christian values.

Our school is based on the love of learning, social justice, inclusion and responsibility.

It is committed to bringing positive change and peace in our local community, and the world, since we are all made in God's image.

"What does the Lord require from you, but to do justice, and love kindness and to walk humbly with your God" Micah 6:8.

At All Saints' Primary School, we welcome our duties under the Equality Act 2010. We are committed to anti-discriminatory practice to promote equality of opportunity and valuing diversity for all children and families. The school's general duties, with regards to equality are:

- Eliminating discrimination.
- Fostering good relationships.
- Advancing equality of opportunity.

We will not discriminate against, harass or victimise any pupil, prospective pupil, or other member of the school community because of their:

- Gender.
- Race.
- Disability.
- Religion or belief.
- Sexual orientation.
- Gender reassignment.
- Pregnancy or maternity.
- Socio- economic status

All Saints' Primary aims to promote pupils' spiritual, moral, social, and cultural development, with special emphasis on promoting equality, diversity and eradicating prejudice, challenging discrimination and promoting social justice. The School is part of the Southwark Diocesan Board of Church of England and stands united in its aim to tackle racism in our communities and seek to develop a culture of active anti-racism, following the SDBE's Anti-racist Charter 2020.

Our school is committed to not only eliminating discrimination, but also increasing understanding and appreciation for diversity. We believe that a greater level of success from pupils, staff and families can be achieved by realising the uniqueness of individuals. Creating a prejudice-free environment where all individuals feel confident and at ease is a commitment of the school.

This will be achieved by:

- Being respectful.
- Always treating all members of the school community fairly.
- Actively promoting all Anti-discrimination
- Developing an understanding of diversity and the benefits it can have.
- Adopting an inclusive attitude.
- Adopting an inclusive curriculum that is accessible to all.
- Encouraging compassion and open-mindedness.
- Encouraging engagement and

We are committed to having a balanced and fair curriculum. We believe that our pupils should be exposed to ideas and concepts that may challenge their understanding to help ensure that pupils learn to become more accepting and inclusive of others. Challenging and controversial concepts will be delivered in a way that prevents discrimination, and instead promotes inclusive attitudes. We do not tolerate any form of prejudice. Whether direct or indirect, we treat discrimination against all members of our school with the utmost severity. When an incident is reported, through a thorough reporting procedure, our school is devoted to ensuring appropriate action is taken and a resolution is put into place which is both fair and firm.

Our pupils are taught to be:

- Understanding of others.
- Celebratory of cultural diversity.
- Eager to reach their full potential.
- Inclusive.
- Aware of what constitutes discriminatory behaviour.

Staff and Governors will not:

- Discriminate against any member of the school.
- Treat other members of the school unfairly.

Staff and Governors will:

- Promote diversity equality.
- Encourage and adopt an inclusive attitude.
- Lead by example
- provide an environment that welcomes, protects and respects diverse people
- ensure that all pupils and other stakeholders are given the opportunity to make a positive contribution to school life.
- raise awareness of the impact of bullying, especially where this relates to protected characteristics.

Equality Objectives:

Equality Objective 1

To ensure that our staff have the appropriate knowledge and training about good equalities practice so that we can ensure that our curriculum is diverse and accessible to all.

Equality Objective 2

To ensure that our curriculum reflects the rich diversities of the UK, our local area and of All Saint's in order to meet the needs of our children irrespective of race, gender, disability, sexual orientation and religion.

How?:

- To raise the awareness and skills of staff to promote fairness, equality and good relations in the context of their role.
- Adopt the Antiracist Charter from the SDBE and share with Pupils and staff- (RE and Antiracism Project 2021-2022)
- Ensuring topics and resources used reflect diversity
- To increase pupil awareness and understanding of different communities through assemblies and cultural events.
- Regularly reviewing and monitoring the curriculum to ensure that topics and resources are up to date
- Ensuring that all children are accessing this diverse curriculum through high expectations and high-quality teaching to enable children to meet their full potential

Equality Objective 3

To review our approach to behaviour management to ensure that there is no discrimination of those children with protected characteristics. That our behaviour management is fair and equal and that we can identify underachievement in all groups.

How?:

- Reviewing our behaviour policy and practices
- Monitoring behaviour incidents and identifying any patterns and adapting our interventions appropriately
- Ensuring that our interventions meet the needs of all our children

Equality Objective 4

To continue to narrow the attainment gap at greater depth in English and maths.

How?:

- Ensuring all staff have the necessary information, training and resources to implement high quality lessons
- Regularly monitoring attainment through analysing data and tracking pupil progress
- Ensuring that appropriate early interventions are put in place where underachieve To use performance data to monitor pupil achievement and respond to variations between groups of pupils, subjects, key stages, trends over time and comparisons with other schools.

Equality Objective 5

Reduce the incidence of any of racist, homophobic, biphobia, transphobic and sexist language by pupils in the school

How?

Addressing unconscious bias through training and wider reading for staff and pupils

Ensuring that incidents involving racist language are dealt with swiftly and sanctioned in accordance with the School's behaviour policy

Offering all victims of racial comments or abuse a meeting with a member of the Senior Leadership Team to hear and record their views, be assured that sanctions have been applied and to reinforce that the School will not tolerate racist behaviour

The school's **Equality Policy** further outlines the school's objectives and intentions regarding equality.

