

## St. Saviour's Church of England Junior School

### St. Saviour's Church of England Junior School

<b>Policy:</b>	Equalities Policy (Single)
<b>Review Period:</b>	4 years
<b>Ratified by Governing Body:</b>	May 2025
<b>Date of next review:</b>	May 2029

### Single Equalities Policy

#### **Christian Vision**

St. Saviour's fosters a strong sense of community and belonging. We instil a sense of calmness within our school environment, just as Jesus calmed the storm, which we believe extends into the wider community. Our progressive curriculum exposes children to new experiences which gives every child the opportunity to achieve their potential. Through these principles, we seek to create an inclusive and supportive space where all individuals feel valued and journey with us through the storm and calm of life.

#### **Christian Values**

Christian values inform our actions and thoughts on a daily basis.

Community, Consideration, Courage

Our vision and values are at the core of everything we do. They underpin our teaching and learning, and provide an environment which prepares our pupils as confident, happy citizens.

#### ***How is this policy a reflection of our vision?***

We are all equal before God and should be treated as such. Fostering a strong sense of community involves not excluding anyone from that community on the basis of a characteristic. We believe that our school will be stronger if it's staff and governing body reflect the community which we serve – thus helping children reach their full potential.

#### **Overview**

The Single Equality Act which came into place October 1<sup>st</sup> 2010 brought together the duties that are already set out set out in our Race, Inclusion and Gender policies into one single Equality Duty. This policy is written to bring together and harmonise those three policies. The Single Equality Act combines the existing three duties into one new Equality Duty that covers all seven of the equality strands: age, disability, gender, gender-identity, race, religion or belief and sexual orientation. At St. Saviour's Church of England Junior School we will ensure that at every level, in all our work and throughout all aspects of the school community and its life, all will be treated equally. The Equality Act 2010 introduced a single Public Sector Equality Duty (PSED). The PSED applies to all maintained and independent schools, including academies, and maintained and non-maintained special schools.

#### **Objectives**

1. To ensure that all learners have equal access to a rich, broad, balanced and relevant curriculum. In the summer terms 2022, we trialed the CUSP curriculum. CUSP is a vocabulary rich curriculum which we have adopted to deliver History, Geography, Art, DT and Science.
2. To advance equality of opportunity by ensuring that teaching, learning and curriculum promote equality, celebrate diversity and promote community cohesion by fostering good relations.
3. To eliminate any discrimination, harassment and victimisation. To ensure that no-one is unfairly or illegally disadvantaged as a consequence of their race, disability, gender, gender re-assignment, age, pregnancy and maternity, marital status, religion and belief and sexual orientation. We are now recording all discriminatory behaviour in MyConcern
4. To ensure that those with management responsibility and individual members of staff accept responsibility for applying the policy to everything that we do including planning teaching and learning across the curriculum.
5. To ensure that St. Saviour's Governing Body is reflective of the demography of our local area.
6. To ensure that within the school budget, adequate funding is provided to underpin this policy and that intervention, positive action and preventative action is funded where needed.

### **Strategies**

1. Monitoring, evaluation and review carried out by the Leadership Team will ensure that procedures and practices within the school reflect the objectives of this policy.
2. Teachers will ensure that their planning, teaching and learning takes account of this policy and they will see that the equity duty underpins all their work.
3. The diversity within our school and the wider community will be viewed positively by all and this diversity will be recognised as a positive, rich resource for teaching, learning and the curriculum. We have had an increased number of children joining the school, since September 2022, from Turkey and India. Previously, EAL numbers were very low. Our SENDCo has assessed the English level of our new EAL children and approached a local Margate school for advice and support.
4. Training opportunities will be provided for staff, to raise awareness of their Equality Duty and provide them with the knowledge, skills and understanding they need to meet the requirements of this policy.

### **Outcomes**

This policy will play an important part in the educational development of individual pupils. It will ensure that all pupils are treated equally and as favourably as others. The school will make all the reasonable adjustments necessary to promote equal opportunity and equal treatment of all members of the school community. We are committed to meeting the individual needs of each child and we will take full account of their age, disability, gender, gender-identity, race, religion or belief and sexual orientation in accordance with the requirements of The Single Equality Act 2010