



Equality Information and Objectives

Communicating Love; Inspiring
Communities to Flourish

2023-2024

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Last Review: March 2023

Next Review due: March 2024

Equality Information and Objectives

We welcome our duties under the Equality Act 2010. 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:

- Sex.
- Age.
- Race.
- Disability.
- Religion or belief.
- Sexual orientation.
- Gender reassignment.
- Pregnancy or maternity.
- Marriage and civil partnership.

The school's Christian ethos underpins its approach to Equality in the understanding that every person is made in the image of God, is loved unconditionally and is therefore of infinite value. Our school is committed to not only eliminating discrimination, eradicating prejudicial incidents for pupils and staff, but also increasing understanding and appreciation for equality and diversity.

The school's objectives for promoting equality and reducing discrimination is integrated into all aspects of St Gabriel's CofE Academy's provision, school improvement, management, policy development and reporting. Equality is promoted to all existing and new members of the

school community through our curriculum, website, assemblies and collective worship, activities and events, visits, visitors, newsletters and other communications.

Responsibilities

The Governors seek to ensure that the school complies with equalities legislation and that this policy and its procedures are implemented. Equalities are considered as part of all relevant agenda items and Governors seek to ensure reporting on equality is routinely examined.

The Headteacher ensures that the policy and its procedures are implemented, that staff are aware of their responsibilities, that staff receive appropriate training and support in putting the policy into practice, and that if proved, disciplinary action is taken against members of the community who discriminate.

Staff are encouraged to deal with incidents of discrimination in accordance with school procedures, and are asked to challenge bias and stereotyping. Staff must not discriminate on any grounds. The school offers full curriculum access to pupils from all protected characteristic groups. The school's curriculum aims to actively promote equality and provide unbiased reflections of our society and context.

Aims to eradicate discrimination

We believe that a greater understanding of the wonderful uniqueness of individuals will lead to greater level of success from pupils and staff as they feel cherished for who they are. Creating a prejudice-free environment where individuals feel loved and able to flourish is a commitment of the school. This environment will be achieved by:

- Focusing on the School's Christian Values of Love; Respect; Community; Growth and Integrity
- Being respectful in all interactions.
- Always treating all members of the school community fairly.
- Developing an understanding of diversity.
- Adopting an inclusive attitude.

- Adopting an inclusive curriculum that is accessible to all.
- Encouraging compassion and open-mindedness.

We are committed to having a balanced curriculum. We believe that our pupils should be exposed to ideas and concepts that will develop their understanding, to help ensure that pupils learn to become more accepting and inclusive of others. Challenging concepts will be delivered in a way that prevents discrimination and promotes inclusive attitudes.

Curriculum

Extra or special provision is made available for the needs of specific pupils as appropriate. Curriculum coverage includes equalities issues particularly in regard to tackling prejudice and promoting community cohesion and mutual understanding. Across the curriculum there are activities that promote pupils' spiritual, moral, social and cultural development, and British values. St Gabriel's CofE Academy takes part in local and national projects, events and award schemes, such as anti-bullying week which promote equality and diversity. Curriculum materials for all subjects ensure there are positive images of people from a wide range of backgrounds pertinent to the protected characteristics.

Dealing with prejudice

We do not tolerate any form of prejudice-related incident. Whether direct or indirect, we treat discrimination against all members of our school with the utmost seriousness. Prejudice related incidents will be dealt with under the school Behaviour Policy and Preventing Bullying Policy. When an incident is reported, through our behaviour management procedures, the school will ensure appropriate action is taken and a consistent resolution is put into place.

Our community is taught to be:

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

The school's employees will not:

- Knowingly discriminate against any member of the school community.
- Purposely treat members of the school community unfairly.

The school's employee's will:

- Promote diversity and equality.
- Encourage and adopt an inclusive attitude.
- Lead by example.

Any incident that is alleged or perceived to be discriminatory will be recorded as part of the school's behaviour management policy. If a child is involved in any way in an alleged incident that could involve discrimination against one of the 9 protected characteristics, the Headteacher will judge if it is appropriate and required to inform parents and keep them informed of the progress and outcome of any investigation. If, following investigation, it is concluded that it either is or is not discriminatory, this outcome will be noted on the school record of the incident.

Discriminatory incidents, will be dealt with consistently in line with the school behaviour policy, there will also be an emphasis on educating the individual or group responsible for discrimination. Victims will be supported by the school and, where appropriate, the school will seek the support of external agencies.

Consultation and Engagement

Each year the school seeks the views of pupils, parents and staff on matters pertaining to equality and inclusion. Where the school is required to consult with the community and wider stakeholders, consideration is given to ensuring non-discrimination in collecting views and procedures are in place to remove unconscious bias from reviewing responses.

Equality and dignity in the workplace

The Houlton CofE Multi Academy Trust Equal Opportunities and Dignity at Work Policy further outlines the Trust's (as the employer) policies regarding equality.

The Trust does not discriminate against staff with regards to their protected characteristics.

Recruitment and promotion of all staff is based on equal opportunities practices.

All disciplinary procedures are non-prejudicial, whether they result in warnings, dismissal, or any other disciplinary action.

Equality Objectives 2023-2024

1. Further develop and evaluate how effectively the school's PSHE curriculum promotes understanding of equality and diversity.
2. Audit the school's curriculum to evaluate holistic approach to promoting equality and diversity.
3. Further increase opportunities for pupil voice activities which promote equality, diversity and inclusion.
4. Ensure high quality enrichment activities enhance our communities understanding and celebration of equality and diversity.
5. Promote recruitment to the school's Governing structures to accurately reflect the diversity of the school community.
6. Promote recruitment opportunities to as diverse a labour market as possible.
7. Ensure parent and community interaction and communication is proactively inclusive and informed by an understanding of diversity.