**KETTLESHULME ST JAMES CE (VA) PRIMARY SCHOOL**

**EQUALITY STATEMENT**

**SUMMER 2023**

**Review Date - Summer 2027**

**Statutory Policy - FGB**

## Kettleshulme St James Primary School Equality Plan

**Our Aims**

Kettleshulme St James Primary School aims to have due regard to the need to:

1. Eliminate discrimination and other conduct prohibited by The Equality Act 2010.
2. Advance equality of opportunity between people who share a protected characteristic and people who do not share it.
3. Foster good relations across all characteristics – between people who share a protected characteristic and people who do not share it.

**Protected Characteristics**

Schools cannot unlawfully discriminate against pupils because of their sex, race, disability, religion or belief, sexual orientation, gender reassignment, pregnancy or maternity.

**Legislation and Guidance**

* [The Equality Act 2010](https://www.legislation.gov.uk/ukpga/2010/15/contents)
* [The Equality Act 2010 (Specific Duties) Regulations 2011](https://www.legislation.gov.uk/uksi/2011/2260/contents/made)
* [The Equality Act 2010 and Schools](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/315587/Equality_Act_Advice_Final.pdf)

**Schools cannot unlawfully discriminate:**

* In relation to admissions
* In the way it provides education
* In the way it provides pupils access to any benefit, facility or service
* By excluding a pupil or subjecting them to any other detriment

**Roles and Responsibilities**

The governing board will:

* Ensure the equality information and objectives are published and communicated throughout the school, including to staff, pupils and parents, and that they are reviewed and updated at least once every four years.
* Ensure they are familiar with the legislation and information in this document.

The headteacher will:

* Promote knowledge and understanding of the equality objectives amongst staff and pupils
* Monitor the success of achieving our objectives and report back to governors
* Identify staff training needs and deliver training where necessary

## Admissions and Exclusions

Our admissions arrangements are fair and transparent, in accordance with the LA and Diocesan frameworks, and do not discriminate on race, gender, disability or socioeconomic factors.

Exclusions will always be based on the school’s Behaviour Policy. We will closely monitor exclusions to avoid any potential adverse impact and ensure any discrepancies are identified and dealt with.

**Eliminating Discrimination at Kettleshulme St James Primary School**

School is aware of its obligations under The Equality Act 2010 and complies with non-discrimination provisions.

Where relevant, our policies include reference to the importance of avoiding discrimination.

Staff and governors are reminded of their responsibilities and it is recorded in minutes of meetings.

New staff receive training as part of their induction and staff receive refresher training annually.

**Fostering Good Relationships**

We aim to foster good relations between those who share a protected characteristic and those who do not share it by:

* Promoting tolerance and understanding of a range of religions and cultures. For example, in the teaching of RE, SRE, by actively promoting British Values and an ethos of respect, tolerance and valuing diversity.
* Holding assemblies linked with relevant issues.
* Working with our community.
* All pupils encouraged to take part in school’s clubs such as sports clubs.
* Monitoring and evaluating the attainment and progress of all pupils – looking at the performance of particular groups who share a protected characteristic to compare their performance against those who do not share it.
* Interventions to maximise the potential of all pupils.
* Supporting all our staff and pupils to reach their potential.
* We take reasonable steps and make reasonable adjustment to meet disabled pupils’ needs. This is to ensure that all children can access the school’s environment and activities. We regularly review our accessibility plans.

**Kettleshulme St James Primary School’s Equality Objectives**

Kettleshulme St James Primary School prides itself on being an inclusive school that cares for every individual child. We believe that all human beings have equal status and equal rights and we welcome diversity amongst all members of our School Family. All policies include the commitment of staff and governors to promote equality and this will include the removal of barriers that could result in unequal outcomes. We believe that equality should be at the heart of all we do and all staff should be vigilant and work towards this practice. Every member of our school community should feel safe, secure, valued and of equal worth.

At Kettleshulme St James Primary School equality is a key principle for treating all people the same, irrespective of their gender, ethnicity, disability, religious beliefs/faith tradition, sexual orientation, age or any other of the protected characteristics (Single Equalities Act 2010). We promote the principles of fairness and justice for all through the education that we provide in our school.

To ensure that these principles are carried out we have set five **Equality Objectives** that will be monitored by the Governing Body and reviewed regularly. They are:

1. *To promote spiritual, moral, social and cultural development through all appropriate curricular opportunities, with particular reference to issues of equality and diversity – this will especially apply when organising educational visits and clubs (Does it cut across a religious holiday? Is it accessible to children with disabilities? Does it have equivalent facilities for boys and girls?)*
2. *To meet every individual’s social, emotional, physical and spiritual needs so that they can soar on from Kettleshulme with integrity and confidence.*
3. *To log, monitor, report (to Governors) and analyse bullying and prejudice related incidents to ensure they are dealt with effectively*
4. *To ensure that during Pupil Voice meetings and School Council meetings the views of all pupils, including those with protected characteristics, are represented in order to understand how all children experience life at Kettleshulme Primary School.*
5. *Analyse attainment and progress data of pupils with different characteristics to determine strengths and areas for improvement*