



Equality Objectives

Information and Statement

St. James' CE Primary Academy

Our Vision

Learning as a family in Jesus, through Love, Hope and Forgiveness.

Matthew 19:26 “with God all things are possible.”

Our Purpose

To provide an engaging, relevant education within a Christian environment, where everyone flourishes academically, socially, physically, morally, emotionally and spiritually.

Our Values

Our Christian Values are: **LOVE, HOPE** and **FORGIVENESS**.

‘A new commandment I give to you, that you **love** one another just as I have **loved** you, you also are to **love** one another.’ **John 13:34**

‘May the God of **hope** fill you with all the joy and peace in believing, so that by the power of the Holy Spirit you may abound in **hope**.’ **Romans 15:13**

‘Be compassionate and kind to one another, **forgiving** each other, just as in Christ, God **forgave** you.’ **Ephesians 4:32**

St. James' CE Primary is an inclusive school where the well-being and progress of every child, and all members of our community, are of equal worth.

We believe that the Equality Act provides a framework to support our commitment to valuing diversity, tackling discrimination, promoting equality and fostering good relationships between people. It also ensures that we continue to tackle issues of disadvantage and underachievement of different groups.

Our approach to equality is based on the following key principles:

1. **All learners are of equal value**
Regardless of disability, race, ethnicity, culture, gender, age, religion or belief and sexual orientation.
2. **Recognising, respecting and valuing difference and understanding diversity**
We take account of differences and strive to remove barriers and disadvantages which people may face, in relation to disability, ethnicity, gender, religion, belief or faith and sexual orientation. We believe that diversity is a strength, which should be respected and celebrated by all those who learn, teach and visit here.
3. **Fostering positive attitudes and relationships**
We actively promote positive attitudes and mutual respect between groups and communities different from each other.
4. **Fostering a shared sense of cohesion and belonging**
We want all members of our school community to feel a sense of belonging within the school and wider community and to feel that they are respected and able to participate fully in school life.
5. **Observing good equalities practice for our staff**
We ensure that policies and procedures benefit all employees and potential employees in all aspects of their work, including in recruitment and promotion, and in continuing professional development.
6. **Having the highest expectations of all our children**
We expect that all pupils can make good progress and achieve to their highest potential. We expect them to be Ready, Respectful and Safe.
7. **Working to raise standards for all pupils, but especially for the most vulnerable**
We believe that improving the quality of education for the most vulnerable groups of pupils raises standards across the whole school.

Statement of intent

St. James' CE Primary Academy recognises that certain groups in society have historically been disadvantaged because of unlawful discrimination they have faced due to their disability, race, ethnicity, culture, gender, age, religion/belief and sexual orientation.

This Equalities statement will put in place a range of actions to eliminate prejudice, unlawful discrimination and victimisation within the school community and workforce.

At St. James' CE Primary Academy, we are a Christian school committed to ensuring equality of education and opportunity for all pupils, staff, parents and carers receiving services from the school, irrespective of race, gender, disability, faith and religion or socio-economic background. We aim to develop a culture of inclusion and diversity in which all those connected to the school feel proud of their identity and able to participate fully in school life.

The achievement of pupils will be monitored by race, gender and disability and we will use this data to support pupils, raise standards and ensure inclusive teaching. We will tackle discrimination by the positive promotion of equality, challenging bullying and stereotypes and creating an environment which champions respect for all. At St. James' CE Primary Academy, we believe that diversity is a strength, which should be respected and celebrated by all those who learn, teach and visit here.

Legal framework

This statement has due regard to all relevant legislation and statutory guidance including, but not limited to, the following:

Human Rights Act 1998

Special Educational Needs and Disability Regulations 2014

Education and Inspections Act 2006

Equality Act 2010

Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017

Public Sector Equality Duty (PSED)

General Data Protection Regulation (GDPR)

Principles and aims

We see all learners and potential learners, and their parents, as of equal value, regardless of any protected characteristic.

Our policies, procedures and activities will not discriminate but must nevertheless take account of differences in life-experience, outlook and background, and in the kinds of barriers and disadvantages which people may face in relation to any protected characteristic.

The school will promote race equality and have due regard to eliminating unlawful racial discrimination, promoting equality of opportunity and good relations between people of different racial groups.

The school will promote disability equality, ensuring equality of opportunity, eliminating unlawful discrimination and disability-related harassment and encouraging participation by disabled people in public life.

The school will promote gender equality by eliminating unlawful discrimination and harassment, and promote the equality of opportunity between men and women, girls and boys.

Transgender people are explicitly covered by the Public Sector Equality Duty (PSED). For the purposes of this policy, the term 'transgender' refers to an individual whose gender expression or identity is different from that traditionally associated with the sex they were assigned at birth.

The school will respect the confidentiality of those seeking gender reassignment and will provide a supportive environment within the community.

The school is opposed to all forms of prejudice and recognises that children and young people who experience any form of prejudice-related discrimination may fare less well in the education system.

The school will ensure that all staff comply with the appropriate equality legislation and regulations.

The school's Admissions Policy will not discriminate against any protected characteristic in any way.

The school will:

- Ensure staff are aware of their responsibilities, given necessary training and support, and report progress to the Governing Body.
- Ensure that the recording and reporting of equality and diversity is sufficiently scrutinised.

- Foster positive attitudes and relationships, a shared sense of cohesion and belonging, and ensure this is promoted in our policies, procedures and activities.
- Observe good equalities practice in staff recruitment, retention and development, and ensure that all policies and procedures benefit all employees and potential employees regardless of any protected characteristic, and with full respect for legal rights relating to pregnancy and maternity.
- Reduce and remove inequalities and barriers that already exist.
- Engage with a range of groups and individuals to ensure that those who are affected by a policy, procedure or activity are consulted and involved in the design of new policies, and in the review of existing ones.
- Ensure that policies, procedures and activities benefit society as a whole, both locally and nationally, by fostering greater social cohesion, and greater participation in the public life of everyone, regardless of any protected characteristic.
- Ensure staff promote an inclusive and collaborative ethos in the school, challenging inappropriate language and behaviour, responding appropriately to incidents of discrimination and harassment, and showing appropriate support for pupils with additional needs, maintaining a good level of awareness of issues surrounding equality.

Roles and responsibilities

The Governing Body will:

- Ensure that the school complies with the appropriate equality legislation and regulations.
- Meet its obligations under the Public Sector Equality Duty (PSED) to publish equality objectives at least every four years commencing on the date of the last publication.
- Ensure that the school's policies and procedures are developed and implemented with appropriate equality impact assessments informing future plans.
- Ensure that the school's Admissions Policy does not discriminate in any way.
- Ensure equal opportunities in its staff recruitment and promotion practices, professional development programmes and in membership of the governing board.
- Support the proactive recruitment of high-quality applicants from under-represented groups.
- Provide information in appropriate and accessible formats.
- Ensure that the necessary disciplinary measures are in place to enforce this policy.

The Headteacher will:

- Implement this statement and its procedures.
- Ensure that all staff members receive Inclusion training as part of their induction and CPD.
- Actively challenge and take appropriate action in any case of discriminatory practice.
- Address any reported incidents of harassment or bullying in line with DfE guidance.

- Report on the progress of implementing the provisions of this policy and report it to the Governing Body within the Head Teacher’s termly report.

Staff will:

- Be mindful of any incidents of harassment or bullying in the school.
- Address any minor issues of harassment or bullying and report any major breaches of the policy to the Headteacher.
- Identify and challenge bias and stereotyping within the curriculum and the school’s culture.
- Promote equality and good relations, and not harass or discriminate in any way.
- Monitor pupils’ progress and academic needs to ensure the appropriate support is in place.
- Keep up-to-date with equality legislation and its application by attending the appropriate training.

Pupils will:

- Not discriminate or harass any other pupil or staff member.
- Actively encourage equality and diversity in the school by contributing their cultural experiences and values.
- Report any incidences of bullying or harassment, whether to themselves or to others, to their Line Manager or the Senior Leadership Team.
- Abide by all the school’s equality and diversity policies, procedures and codes.

The school will comply with the Public Sector Equality Duty (PSED) in the Equality Act 2010, and advancing equality of opportunity.

Equality objectives

Objective 1 – To increase attendance of key vulnerable groups by July 2024

Members of key vulnerable groups such as Pupil Premium, SEND show evidence of lower attendance at our school.

To achieve this objective, we plan to:

- Facilitate opportunities for the Family Support Worker to work with parents and families to promote higher attendance
- Ensure regular communication with families through phone calls and, when necessary, letters
- Work closely with BCP council to access any useful support networks which can promote attendance
- Provide in school support (ELSA, TIS) to promote confidence and engagement with school learning and community
- Provide an engaging and exciting curriculum which encourages active learners and high pupil engagement
- Provide a nurturing environment with a high level of pastoral care and nurture

Milestone	By (date)	Responsibility
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Attendance audit to evaluate barriers to attendance	December 2023	BD/KL/SW/DG
Create a resource bank of support for vulnerable families on the website	December 2023	KL/BD
Meet with BCP attendance officer	February 2024	BD/SW/KL/DG

Objective 2 –To reduce the gap in attainment in writing for Disadvantaged pupils across the school by the end of July 2024

Evidence from data points to a significant gap in attainment between disadvantaged and non-disadvantaged pupils in almost all year groups.

To achieve this objective, we plan to:

- Ensure that pupils are introduced to a diverse and culturally inclusive high quality range of texts and authors both through library, classroom resources and class model texts
- Introduce Opening Doors in KS2 to enhance access to high quality texts and expose children to a wide range of quality vocabulary
- Introduce Talk4Writing strategies in KS1 to enhance the foundations of writing
- Increase opportunities for writing across the school
- Further develop our curriculum as below:

Curriculum

- Weave our Christian values of Love, Hope and Forgiveness into our English curriculum. We will always ensure we have high aspirations and expectations for all children and set challenging targets.
- Enable all pupils to access teaching and learning opportunities which meet their needs, including extra support where this has been identified as a statutory need.
- Take every opportunity to promote and advance equality within English writing
- Provide opportunities to enable pupils to use their writing skills to promote equality in their local, national and world wide communities
- When teaching the English curriculum, the school will promote equality and will not subject individuals to discrimination.
- The school will develop an appropriate curriculum for all pupils in all vulnerable groups.
- The school will ensure its English lessons allow pupils to develop their knowledge of the world and the importance of equality.

Milestone	By (date)	Responsibility
Evaluate texts for diversity	December 2023	LJ
Introduce Opening Doors strategies across KS2	Ongoing across the year	LJ

Introduce Talk4Writing strategies in KSI	February 2024	LJ
Evaluate opportunities for writing to promote equality	Ongoing	All staff

Objective 3 – To ensure that the St. James’ curriculum includes and reflects equality and value for all

To ensure that the community moves forward with a culture of equality and value for all, irrespective of disability, race, ethnicity, culture, gender, religion or belief and sexual orientation.

To achieve this objective, we plan to:

- Continue to uphold a Positive Behaviour Policy which does not tolerate discriminatory language or behaviour. Ready, Respectful, Safe.
- Embed an anti-bullying policy which enables victims to access counselling and support and, perpetrator to access support and restorative education opportunities.
- Enable CPD opportunities for staff about language, discrimination and potential bias.
- Ensure that our Christian values of Love, Hope and Forgiveness are woven into our curriculum. We will always ensure we have high aspirations and expectations for all children and set challenging targets.
- Take every opportunity to promote and advance equality in curriculum planning.
- In teaching, to promote equality and not subject individuals to discrimination.
- Enhance the curriculum to include a range of culturally diverse examples of events, texts and experiences
- Ensure that there is a balance of gender role models across the curriculum
- Ensure its PSHCE lessons are designed for pupils to develop their knowledge of the world and the importance of equality. These will also promote inclusive language.
- Seek to involve, support and develop all parents in supporting their child’s education

Milestone	By (date)	Responsibility
Evaluate curriculum diversity	December 2023	AP
Evaluate and adapt PSHCE curriculum	January 2024	HP/AP
Staff CPD about language, discrimination and potential bias	February 2024	

