CREETING ST MARY CofE PRIMARY SCHOOL



Equality and Diversity Policy

Date of Policy	October 2026
Review Date	October 2027
Head Teacher's signature	Mrs Christine Friar
Chair of Governors' signature	Mrs Marianne Brame

1 Aims and objectives

1.1 In respect to the Protected Characteristics; we do not discriminate against anyone, be they staff or pupil, on the grounds of sex, race, disability, religion or belief, sexual orientation, gender identity, pregnancy or maternity/paternity, marital status or civil partnership, age (staff only). This is in line with the 2010 Equality Act and covers both direct and indirect discrimination.

We also recognise that one of the main factors that contribute to inequality is poverty. Indeed, poverty can often have a disproportionate impact on protected groups. We have therefore broadened the scope of our equality policy to encompass social class, income or housing circumstance. At our school we will use the Free School Meal indicator to help us analyse our work in this area.

1.2 We promote the principles of fairness and justice for all through the education that we provide in our school.

1.3 We ensure that all pupils have equal access to the full range of educational opportunities provided by the school.

1.4 We constantly strive to remove any forms of indirect discrimination that may form barriers to learning.

1.5 We ensure that all recruitment, employment, promotion and training systems are fair to all, and provide opportunities for everyone to achieve.

1.6 We challenge stereotyping and prejudice whenever it occurs.

1.7 We celebrate the diversity of our community and show respect for everyone.

1.8 We are aware that prejudice and stereotyping is caused by low self-image and ignorance. Through positive educational experiences and support for each individual's point of view, we aim to promote positive social attitudes and respect for all.

2 Equality and Anti-Discrimination

2.1 It is the right of all pupils to receive the best education the school can provide, with access to all educational activities organised by the school. We do not tolerate any forms of discrimination or discriminatory behaviour. Should an incident occur, we will act immediately to prevent any repetition of the incident.

2.2 We endeavour to make our school welcoming to everyone.

2.3 Our curriculum reflects the attitudes, values and respect that we have for all minority groups.

2.4 Should anyone at our school be a victim of discrimination, we will do all we can to support that person and take action where appropriate.

3 The role of governors

3.1 The governing body has set out its commitment to equal opportunities in this policy statement, and it will continue to do all it can to ensure that all members of the school community are treated fairly and with equality.

3.2 The governing body seeks to ensure that people with disabilities are not discriminated against when applying for jobs at our school. The governors take all reasonable steps to ensure that the school environment gives access to people with disabilities.

3.3 The governing body will, in its annual report, make reference to arrangements for disabled pupils.

3.4 The governors welcome all applications to join the school, whatever background or disability a child may have. If the school is over subscribed, consideration will be given to families applying on the grounds that Creeting St Mary is a Church of England school and at least one parent is a member of a Christian church.

3.5 The governing body ensures that no child is discriminated against whilst in our school on account of their sex, religion or race. So, for example, all children have access to the full range of the curriculum, and regulations regarding school uniform will be applied equally to boys and girls. If a child's religion affects the school uniform, then the school will deal with each case sensitively and with respect for the child's cultural traditions.

4 The role of the headteacher

4.1 It is the headteacher's role to implement the school's equality and anti-discrimination policy and s/he is supported by the governing body in so doing.

4.2 It is the headteacher's role to ensure that all staff are aware of the school policy on equal opportunities, and that teachers apply these guidelines fairly in all situations.

4.3 The headteacher ensures that all appointments panels give due regard to this policy, so that no-one is discriminated against when it comes to employment or training opportunities.

4.4 The headteacher promotes the principle of equal opportunity when developing the curriculum, and promotes respect for other people in all aspects of school life, for example, in the assembly, where respect for other people is a regular theme, and in displays shown around the school.

4.5 The headteacher treats all incidents of unfair treatment and any discriminatory incidents with due seriousness.

5 The role of the class teacher

5.1 The class teacher ensures that all pupils are treated fairly, equally and with respect. We do not discriminate against any child.

5.2 When selecting classroom material, teachers' pay due regard to the sensitivities of all members of the class and provide material that reflects the diversity of our society. Teachers strive to provide material that gives positive images of minority groups and that challenges stereotypical images of such groups.

5.3 When designing schemes of work, we use this policy to guide us, both in our choice of topics to study, and in how to approach sensitive issues. So, for example, history topics in our school include examples of the significant contributions women have made to developments in this country's history. In geography topics the teacher attempts to counter stereotypical images of Africa and Asia and to show the true diversity of development in different parts of the world.

5.4 All our teachers challenge any incidents of prejudice or racism. We record any serious incidents in the school log book, and draw them to the attention of the headteacher. Teachers support the work of ancillary or support staff and encourage them to intervene in a positive way against any occurrence of discrimination.

6 Monitoring and review

6.1 It is the responsibility of our governing body to monitor the effectiveness of this Equality and Anti-discrimination policy. The governing body does this by:

- monitoring the progress of pupils and comparing the progress made by all pupils in the school;
- monitoring the staff appointment process, so that no-one applying for a post at this school is discriminated against;
- requiring the headteacher to report to governors on an annual basis on the effectiveness of this policy;
- taking into serious consideration any complaints regarding equal opportunity issues from parents, staff or pupils;
- monitoring the school behaviour and exclusions policy, to ensure the policy is applied fairly across all pupils.