



Thurlaston CE (Aided) Primary
Teaching and living the Christian way

Equality Statement and Objectives

March 2020

Signed

Equality Statement

As a School we are committed to :

- ◆ Teaching and Living the Christian way of Life.
- ◆ Providing a quality education for every child.
- ◆ Developing respect and consideration for all members of the community.

1. General Statement

This school is committed to the principle of fair and equal opportunities for all, and opposes discrimination against anyone associated with the school, or any use of the school, on the grounds of any unjustifiable criterion. All Governors, staff and users of the school will strive to ensure that these principles are implemented in every aspect of the school's work, employment practices, teaching and resourcing. In addition, we subscribe to the provisions of the County Council's Policy Statement for Equal Opportunities. In particular we recognise the need to provide positive images of men and women, boys and girls, avoiding stereotyping by gender, race or ability. We also recognise the need to reflect positively the multicultural heritage of our society. We encourage all adults and children to show appropriate consideration, tolerance and courtesy to those around them, and we aim to be fair and consistent in our dealings with others.

Thurlaston Church of England Primary School is a primary school, founded and supported by the Church of England and mainly funded by the LA.

At Thurlaston our teaching is based on Christian principles, but we recognise that within the British community our children will meet others from non-Christian backgrounds. Christianity draws its beliefs from the teaching of the Bible, centred on the life and example of Jesus Christ. Both the Bible generally and Jesus teach us that we should care for all, regardless of creed, race or colour, and it is in recognition of this that we wish to develop attitudes and ways of behaving that are appropriate in a society that wishes to eradicate all aspects of racism.

We recognise our legal obligations under the equality act to have regard to 8 protected characteristics as defined in the act.

2. Objectives

The school has a range of objectives in relation to equality and will:

- 2.1 adopt recruitment strategies, which are non-discriminatory and encourage membership from under-represented groups,
- 2.2 encourage the involvement of all children, young people and adults in its activities as equal partners.
- 2.3 ensure that existing policies, practices and procedures are monitored, evaluated and reviewed by staff and Governors and that action will be taken to eliminate discriminatory practices.
- 2.4 implement procedures for dealing with complaints as laid down by the LA.
- 2.5 ensure that positive images of equality are presented in all aspects of work.
- 2.6 offer training in equal opportunities principles and practices to all staff and users of the school.

2.7 encourage good equal opportunity principles and practices in all work undertaken by the school.

3. Implementation

We will ensure that steps are taken to implement the above objectives and will undertake a periodic review of the policy.

4. Objectives for 2020 to 2024

1. to implement the new Relationships Education, Health Education and Sex Education Policy and monitor its roll out.
2. to provide updated reading books that promote equal gender and multi-racial characters with a mixture of abilities and library material and literature to promote knowledge and acceptance of people of different race, religion, life experience and ability.
3. to ensure as far as possible that individuals with a physical disability have equal opportunity to the whole school curriculum.
4. to ensure that Key Stage 1 resources include play and teaching materials that
5. reflect gender and ethnic difference e.g. puppets, dolls, toys, jigsaw puzzles.

An action plan with timescales is included in the appendix and is updated annually.

5. Sanctions

Actions seen to be contrary to the principles and practices of this Equality Statement will not be accepted and sanctions according to LA policy and our own Positive Behaviour Policy (pupils) and Discipline Policy (staff) will be applied.

This statement will be reviewed annually and the objectives below will be reviewed at least every 4 years.

Signed _____ Chair of Governors