



St Mary Magdalene C of E School
with
Christ Church C of E Primary School

Equality Statement

This policy was:	Written in	Autumn 2017
	Updated in	
	Review date	Autumn 2020

INTRODUCTION

At the Koinonia Federation we aim:

- To create a caring, stimulating, happy environment where adults and children are safe and secure, valued as individuals and are encouraged to meet new experiences with confidence.
- To foster and nurture the Christian faith and ethos of the Church of England within the Federation by example, teaching and close links with the Christian community.
- To enable children and adults to develop spiritually, socially, intellectually and emotionally.
- To provide a broad and balanced curriculum, which will equip pupils with the skills and knowledge needed for 21st century life.
- To constantly strive to raise our standards of teaching, learning and attainment, even when they are already deemed good.
- To recognise the individual needs of the children and match those needs, enabling every child to realise their full potential.
- To develop in the children a responsible moral attitude as members of a community, respecting the needs of others.
- To develop a partnership between the home, the Federation, the church and the wider community recognising the contributions, which they play in the development of every child.
- To promote a healthy lifestyle through the curriculum and providing opportunities to eat healthily and exercise regularly

Legal Duties

As a Federation we welcome our duties under the Equality Act 2010.

The general duties are to:

- eliminate discrimination
- advance equality of opportunity
- foster good relations

We understand the principle of the act and the work needed to ensure that those with protected characteristics are not discriminated against and are given equality of opportunity.

A protected characteristic under the act covers the groups listed below:

- age (for employees not for service provision)
- disability
- race
- sex (including issues of transgender)
- gender reassignment
- maternity and pregnancy
- religion and belief
- sexual orientation
- marriage and civil partnership (for employees)

In order to meet our general duties, listed above, the law requires us to do some specific duties to demonstrate how we meet the general duties. These are to:

1. *publish equality information – to demonstrate compliance with the general duty across its functions (we will not publish any information that can specifically identify any child)*
2. *prepare and publish equality objectives*

To do this we will collect data related to the protected characteristics above and analyse this data to determine our focus for our equality objectives. The data will be assessed across our core provisions as a school.

This will include the following functions:

Admissions; attendance; attainment; exclusions; and prejudice related incidents

Our objectives will detail how we will ensure equality is applied to the services listed above however where we find evidence that other functions have a significant impact on any particular group we will include work in this area.

We also welcome our duty under the Education and Inspections Act 2006 to promote community cohesion. We recognise that these duties reflect international human rights standards as expressed in the UN Convention on the Rights of the Child, the UN Convention on the Rights of People with Disabilities and the Human Rights Act 1998.

In fulfilling our legal obligations, we will:

- ✓ recognise and respect diversity

- ✓ foster positive attitudes and relationships and a shared sense of belonging
- ✓ observe good equalities practice, including staff recruitment, retention and development
- ✓ aim to reduce and remove existing inequalities and barriers
- ✓ consult and involve widely
- ✓ strive to ensure that society will benefit

Addressing Prejudice Related Incidents:

Our Federation is opposed to all forms of prejudice and we recognise that children and young people who experience any form of prejudice related discrimination may fair less well in the education system. We provide both our pupils and staff with an awareness of the impact of prejudice in order to prevent any incidents. If incidents still occur we address them immediately and report them to the Local Authority using their guidance material. The Local Authority may provide some support.

Responsibility:

We believe that promoting Equality is the whole school's responsibility. We will ensure that the whole school community is aware of this Equality Statement which is supported by our Gender Equality Scheme both of which will be published on the Federation website.

Breaches to this statement will be dealt with in the same ways that breaches of other school policies are dealt with, as determined by the Federation Co-Headteachers and Governing Body.

Monitor and Review

This Equality Statement is supported by a Gender Equality Scheme. It is linked to the School Improvement Plan and includes targets determined by the governing body for promoting equality. As part of the regular schedule for monitoring policies and other aspects of school life, this policy and the related action plan will be reviewed by Governors. We will update our Action Plan in the light of our review of activities and information gathering undertaken throughout the year. We will formally review our Equality Statement every three years.

Any pattern of inequality found as a result of this monitoring will be used to inform future planning and decision-making. This policy provides a framework within which all other school polices are implemented.

Federation Equalities Objectives 2017 -18

Koinonia Federation is committed to ensuring equality of provision throughout the school community. To achieve this, our equality objectives are as follows:

- To aspire to recruiting staff who are representative of the Federation community
- To ensure that all pupils make good progress including vulnerable groups
- To ensure that there are sufficient opportunities within the primary and secondary curriculum to address equalities issues
- To continue to ensure that displays are reflective of the campus community
- To ensure that all pupils are given similar opportunities with regards to clubs
- To allow equal access to information for all parents
- To continue to ensure campus environments are as accessible as possible to pupils, staff and visitors to the federation