

St. Paul's C of E Primary School

Documentation Information and Control

Equality Policy

<i>Current Status:</i>	Reviewed 2019, 2021, Revised 2022, Reviewed 2023
<i>Review date:</i>	December 2025
<i>Persons responsible for review:</i>	The Governing Body in consultation with the Head Teacher
<i>Reference to other documents:</i>	Admissions Policy Assessment Policy Child Protection Policy Complaints Policy Drugs Education Policy Learning Behaviour Management Policy Special Educational Needs Policy <i>LA Guidelines on the Recording and Reporting of Racial Incidents 2005</i> Children and Families Act 2014 The Equality Act 2010 <i>The Equality Act 2010 and Schools, DfE, 2014</i> Schools Standards and Framework Act 1998 <i>What Maintained Schools Must Publish On-Line, DfE, June 2017</i>

Equal Opportunities Policy

1. Rationale

- 1.1 St Paul's School was established in 1862 to serve Almighty God and the community by providing, within a biblical Christian ethos, a broad, balanced, and engaging education and learning experience.
- 1.2 St Paul's School is an inclusive school in which, through the provision of a broad, balanced, and engaging curriculum and within a caring and supportive environment, each pupil is motivated to develop and flourish as he or she acquires skills for life and a love of learning.
- 1.3 The Governing Body recognises that all people owe their existence to God and are dependent upon him for their preservation day by day.
- 1.4 The Governing Body acknowledges that mankind, male and female, was created in and as the image of God and thus, from conception to the grave, all people are to be always shown care, love, and respect.
- 1.5 The Governing Body recognises that all people, though of differing ethnic origins, are equally and individually members of the one human race, created by and for God.
- 1.6 The Governing Body acknowledges that all people are accountable to God for all that they think, say, and do, including the way they treat others.
- 1.7 The Governing Body recognises that the Bible teaches that all people are of equal dignity and standing before God, that this equality does not negate the fact that some are created male and some female, that the human race

includes people of differing ethnicity, and that these differences and all that pertain to them in the purpose of God are to be respected and valued.

- 1.8 The Governing Body recognises, without prejudice to a parent's or a carer's responsibility for their child(ren), that those who work in St Paul's School act in the place of parents and carers.

2. The Context

- 2.1 The Governing Body, as employer, recognises that it may be held legally responsible for any unfair and unjust acts carried out or permitted by its action and the action of the Head Teacher or staff.
- 2.2 The Governing Body also recognises that, under the terms of the *Equality Act* 2010, it is forbidden to discriminate unlawfully against any child for whom admission to the school is sought or any pupil at the school on the grounds of ethnicity, nationality, sex, sexual orientation, gender reassignment, pregnancy and maternity, religion or belief. It is likewise forbidden to discriminate unlawfully against any job applicant for a post in the school, or any member of staff at the school, on the grounds of age, disability, ethnicity, nationality, sex, sexual-orientation, gender reassignment, pregnancy and maternity, marriage and civil partnership, religion or belief system.
- 2.3 The Governing Body shall not discriminate unlawfully against prospective pupils, job applicants, or staff except in so far as specific legal exemptions apply in relation to religion or belief as set out in our policies.
- 2.4 The Governing Body recognises that discrimination may be direct or indirect in character.
 - (a) Unlawful *direct discrimination* occurs when an individual is treated less favourably than others in the same circumstances because of a relevant protected characteristic.
 - (b) Unlawful *indirect discrimination* occurs when a general condition is applied which puts an individual with a relevant protected characteristic at a particular disadvantage and this cannot be shown to be a proportionate means of achieving a legitimate aim.

- 2.5 All who work in St Paul's School, both employees and volunteers, are under an obligation to ensure that all people, children, parents and carers, staff, and visitors, are always treated fairly and justly.
- 2.6 St Paul's School has established and shall maintain an environment and ethos in which:
- (a) all people are encouraged and taught always to respect others and to treat all others in a fair and just manner,
 - (b) barriers to learning are identified and removed,
 - (c) all are encouraged to contribute, and
 - (d) all are valued.
- 2.7 Equal opportunities and respect for others are central to the school's ethos and shall be promoted throughout the day to day work of the school in the delivery of the curriculum and by every member of staff.
- 2.8 The Governing Body shall support staff development in all matters relating to the fair and just treatment of all people.

3. The fair and just treatment of all pupils

- 3.1 The Governing Body shall not discriminate unlawfully against pupils or their parents / carers on the grounds of their disability, ethnicity, nationality, sex, socio-economic status, sexual orientation, gender reassignment, pregnancy and maternity, religion and belief when:
- (a) subject to the admissions procedure, deciding whether to admit a child to the school;
 - (b) providing teaching or allocating pupils to teaching groups;
 - (c) applying standards of behaviour or appearance (recognising that different dress rules for boys and girls are not necessarily unlawful) for pupils;
 - (d) excluding a pupil;
 - (e) allocating resources for pupils (in conjunction with paragraph 3.3 below); and,
 - (f) providing other benefits, facilities, or services within the school for pupils (for example, in relation to the Christian ethos of the school, or

provide additional services or facilities in line with the public sector equality directive - PSED- to advance equality of opportunity).

- 3.2 The Governing Body recognises that whilst all disabled pupils must be treated fairly and justly, in accordance with the terms of the *Children and Families Act 2014* and the *Equality Act 2010*, the school shall make appropriate reasonable adjustments and special arrangements regarding admissions, provision of resources including auxiliary aids, and accessibility for disabled pupils.
- 3.3 The Governing Body shall publish information about their arrangements for disabled pupils.
- 3.4 The Governing Body, by means of an annual report from the Head Teacher, shall monitor the progress of each pupil and discrete groups of pupils so as to ensure that each pupil has equality of access to learning opportunities, makes the academic, emotional, physical, and social progress (as detailed in the Learning Behaviour and Assessment policies) expected, and that all potential barriers to learning are addressed.

4. The fair and just treatment of all staff

- 4.1 The Governing Body shall not discriminate unlawfully on the grounds of age, disability, ethnicity, nationality, sex, sexual orientation, gender reassignment, marriage and civil partnership, pregnancy and maternity, religion and belief, nor shall it use socio-economic status as a criterion when:
 - (a) recruiting or selecting staff;
 - (b) drawing up conditions of employment;
 - (c) offering opportunities for promotion, transfer, or training;
 - (d) undertaking discipline and grievance procedures; and,
 - (e) considering the dismissal of a member of staff.
- 4.2 In accordance with section 60 of the *School Standards and Framework Act 1998* the Governing Body reserves the right to appoint and promote staff in particular whose religious opinions are in accordance with the tenets of the religion (Christian as described in the *Bible, Thirty-Nine Articles, the Book of*

Common Prayer and Ordinal (1662) and the two books of *Homilies*) and whose conduct is compatible with these. In the dismissal of staff the Governing Body reserves the right to have regard to any conduct which is incompatible with the religious tenets of the school.

- 4.3 The Governing Body shall only recognise any limitation caused by a disability in an appointments process when specific reasons for doing so can be fairly and reasonably justified.

5. Recording and Reporting Racial Incidents

- 5.1 The Head Teacher shall follow Local Authority (LA) guidelines for the recording and reporting of all racial incidents involving pupils, staff, and other adults in the school.

- 5.2 The Head Teacher, in line with the requirements of the *Equality Act 2010*, shall take appropriate action against individuals involved in racial incidents.

6. Complaints about unfair and unjust behaviour

- 6.1 Complaints about unfair and unjust actions and words against a pupil(s) shall be dealt with by the Head Teacher in accordance with the schools Complaints Policy.

- 6.2 A complainant, if not satisfied after following the procedure laid down in paragraph 6.1 above, may refer the matter to the Governing Body.

- 6.3 In the unlikely circumstance of the Head Teacher and Governing Body not being able to resolve a problem, a complaint may be made to the Secretary of State for Education.

7. Review

The Governing Body shall review this policy every other year or sooner if a legislative change requires that it be updated.