Fairhaven C.E V.A Primary School

Single Equality Statement

Date Confirmed by Governors: 28th November 24

Date Agreed by Staff: 4th November 24

Date for Review: Autumn 28

Signed *R Whiles* **Date** *28th November 2024*

Chair of Governors

Introduction

This Single Equality Scheme brings together the school's approach for promoting equality in our policies and procedures and, most importantly, in our day-to-day practices and interactions with the whole school community. It will show how the school is meeting general public sector equality duty and equality objectives.

Vision Statement

"Each person has their own special gift from God."
1 Corinthians 7.7

Our Christian school community strives to provide a variety of learning experiences for all our young people. We are here to nurture the gifts God gives us and to celebrate our differences. We encourage our pupils to explore their interests, find their talents, flourish, and live life to the full. We want our children to live great lives and ultimately make a difference in the world.

Belief – Friendship – Diversity – Achievement

At Fairhaven we want everyone to be the very best they can be.

Legal Framework

We welcome our duties under the Equality Act 2010 to eliminate discrimination, advance equality of opportunity and foster good relations to age (as appropriate), disability, ethnicity, gender (including issues of transgender), maternity and pregnancy), religion and belief, and sexual orientation.
Our policy reflects the requirements of the Education and Inspections Act 2006 to promote community cohesion.

We also recognise these duties reflect international human rights standards as expressed in the UN Convention of the Rights of the Child, the UN Convention on the Rights of People with Disabilities, and the **Human Rights Act 1998**.

The Equality Act 2010 protects people from discrimination. The Act makes it unlawful for the responsible body of a school to discriminate against, harass or victimise a pupil or potential pupil

- In relation to admissions
- In the way it provides education for pupils
- In the way it provides pupils access to any benefit, facility or service
- By excluding a pupil or subjecting them to any other detriment.

The policy has due regard to statutory and good practice guidance, including, but not limited to, the following:
DfE (2014) The Equality Act and schools'

DfE (2018) 'Promoting the education of looked after children and previously looked after children'
DfE (2018) Equality Act 2010: advice for schools'
DfE (2018) Mental Health and wellbeing provision in schools'

Equality and Dignity at Fairhaven CE VA Primary School
Our school aim is "To foster tolerance and respect of all individual differences" demonstrating our school's commitment to equality.

The policy outlines the commitment of the staff and Governors to promote equality. This involves tackling the barriers which could lead to unequal outcomes so that there is equality of access and the diversity within the school community is celebrated and valued.

We believe that equality at our school should permeate all aspects of school life and is the responsibility of every member of the school and wider community. Every member of the school community should feel safe, secure, valued and of equal worth.

Protected Characteristics
At Fairhaven School, equality is a key principle for treating all people the same irrespective of their:

- gender
- ethnicity
- disability, which includes mental health, encompassing prejudiced assumptions, attitudes or behaviours related to mental health
- religious beliefs/faith tradition
- sexual orientation
- age
- gender reassignment
- pregnancy or maternity

Fairhaven CE VA Primary School aims to promote pupils' spiritual, moral, social, and cultural development, with special emphasis on promoting equality, diversity and eradicating prejudicial incidents for pupils and staff. Our school is committed to not only eliminating discrimination, but also increasing understanding and appreciation for diversity.

Promoting Equality: Curriculum
Fairhaven CE VA Primary School believes that a greater level of success from pupils and staff can be achieved by realising the uniqueness of individuals. Creating a prejudice-free environment where individuals feel confident and at ease is a commitment of the school. This environment will be achieved by:

- Being respectful

- Always treating all members of the school community fairly
- Developing an understanding of diversity and the benefits it can have
- Adopting an inclusive attitude
- Adopting an inclusive curriculum that is accessible to all
- Encouraging compassion and open-mindedness

We are committed to having a balanced and fair curriculum. We believe that our pupils should be exposed to ideas and concepts that may challenge their understanding to help ensure that pupils learn to become more accepting and inclusive of others. Challenging and controversial concepts will be delivered in a way that prevents discrimination, and instead promotes inclusive attitudes. We will also respect the right of parents/carers to withdraw their children from classes which pose conflicts to their own beliefs.

Promoting Equality: Achievement

There is a consistently high expectation of all pupils regardless of age, gender, ethnicity, ability, social background and sexual orientation. To secure the best possible outcomes we recognise that:

- Adults in the school will be expected to provide good, positive role models in their approach to all issues relating to equality of opportunity
- It is important to identify the particular needs of individuals and groups within the school and to use targeted interventions to narrow gaps in achievement
- A range of teaching methods is used throughout the school to ensure that effective learning takes place at all stages for all pupils
- All pupils are actively encouraged to engage fully in their own learning
- We believe it is important that curriculum planning provides sufficient opportunities for pupils to learn about diverse cultural traditions, customs, and beliefs of people from diverse ethnic origins
- Charity work focuses on diverse causes e.g. local and national charities, responses to natural disasters across the world and
- European links have been established through partnership with a primary school in Rambouillet in France and global links have been forged with reciprocal links with a school in southern India.

Promoting Equality: Inclusion

We will promote inclusion and equality at our school through:

- Ensuring that pupils are called by their preferred names, which may be different from their legal names, taking into account the spelling, structure and pronunciation
- Ensuring, as far as possible, that our governing board and staff reflect the full diversity of our local community.

Promoting Equality: The ethos and culture of the school

At Fairhaven CE VA Primary School, we are aware that those involved in the leadership of the school community are instrumental in demonstrating mutual respect between all members of the school community. We strive to achieve a feeling of openness and tolerance which welcomes everyone to the school. The children are encouraged to greet visitors to the school with friendliness and respect.

Reasonable adjustments will be made to ensure access for pupils, staff and visitors (including parents) with disabilities (this not only includes physical access but takes account wider access to school information and activities). Pupils' views are actively encouraged and respected. Pupils are given an effective voice through class discussions and the School Council. Positive role models are used throughout the school to ensure that pupils feel welcomed and included.

Promoting Equality: Staff Recruitment and Professional Development

All posts are advertised formally and open to the widest pool of applicants. Employment policy and procedures are reviewed regularly to check conformity with legislation and the impact of policies are kept under regular review.

Promoting Equality: Countering and Challenging Harassment and Bullying

Fairhaven CE VA Primary School does not tolerate any form of prejudice-related incident. Whether direct or indirect, we treat discrimination against all members of our school with the utmost severity. When an incident is reported, our school is devoted to ensuring appropriate action is taken and a resolution is put in place which is both fair and firm.

At Fairhaven Primary, our pupils are taught to be:

- Understanding of others
- Celebratory of cultural diversity
- Eager to reach their full potential
- Inclusive
- Aware of what constitutes discriminatory behaviour, giving them confidence that it can, and must, be eradicated

The school's employees will not:

- Discriminate against any member of the school
- Treat other members of the school unfairly
- Reinforce stereotypical views of society through their choice of language or resources

The school's employee's will:

- Promote diversity equality
- Encourage and adopt an inclusive attitude
- Lead by example

- The school reports to Governors and LA on a half termly basis the number of prejudice related incidents recorded in the school

Promoting Equality: Partnerships with Parents/Carers and the Wider Community

Fairhaven CE VA Primary School aims to work in partnership with parents/carers. We:

- Encourage all parents/carers to participate in the life of the school
- Maintain good channels of communication, e.g. through parent meetings, newsletters, *'Open Door'* Policy
- Provide numerous opportunities for parental/family involvement e.g. accompanying trips and sports teams events, attending concerts and performances, taking part in Family Learning Days and courses, inviting parents to lunch
- Encourage members of the local community to join in school activities/celebrations
- Use the local church and facilities for school activities e.g. Harvest Festival.

This quality Statement should be read in conjunction with the following school policies:

- Admission
- Attendance
- Accessibility Plan
- Aims &Values
- Anti-Bullying
- Behaviour
- Child Protection and Safeguarding
- Looked After Children
- Special Educational Needs and Disabilities
- Staff Code of Conduct
- Supporting Pupils with Medical Conditions
- Citizenship
- Disability Inclusion
- PHSE
- SMSC

Monitoring and Review

The Headteacher is responsible for co-ordinating the monitoring and evaluation of this policy.