

Equality Policy

Leasingham St. Andrew's Church of
England Primary School

'Everything you do, do in love'



Reviewed and updated: January 2025

Next review: January 2026

1. Introduction

Leasingham St Andrew's CofE Primary School is committed to promoting equality and diversity in all aspects of school life. This policy outlines our commitment to ensuring that all children, staff, and stakeholders are treated fairly and with respect, regardless of their background or characteristics. This ensures that our school's Christian Vision is lived out:

Everything you do, do in love'

At St Andrew's, we seek to be a safe and happy environment, inspiring our school family to be positive participants in the world community. A place where we are all encouraged, through love and service, to be the very best.

John 13:34 'Love one another, as I have loved you'

2. Objectives

- To promote equality of opportunity and eliminate discrimination.
- To foster an inclusive environment where all children and staff can thrive.
- To ensure compliance with the Equality Act 2010 and other relevant legislation.

3. Scope

This policy applies to all members of the school community, including:

- Children
- Staff
- Parents and guardians
- Governors
- Visitors

4. Legal Framework

This policy is guided by the following legislation:

- **Equality Act 2010:**

Protects individuals from discrimination based on protected characteristics, including age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation.

- **Children and Families Act 2014:**

Promotes the rights of children with Special Educational Needs and Disabilities (SEND).

5. Commitment to Equality

5.1 Equal Opportunities

- We are committed to providing equal opportunities for all children and staff, ensuring that everyone has access to the same educational experiences and opportunities for personal development.

5.2 Inclusivity

- We strive to create an inclusive environment where diversity is celebrated, and all individuals feel valued and respected.

5.3 Accessibility

- We will take all reasonable steps to ensure that our facilities and resources are accessible to all children, including those with disabilities.

6. Responsibilities

6.1 Governing Body

- The governing body is responsible for ensuring that the school complies with its legal obligations regarding equality and diversity.

6.2 Headteacher and Senior Leadership Team

- The Headteacher and senior leadership team are responsible for implementing this policy and promoting a culture of equality within the school.

6.3 Staff

- All staff members are expected to uphold the principles of this policy and contribute to creating an inclusive and supportive environment.

6.4 Children and Parents

- Children and parents are encouraged to engage with the school in promoting equality and to raise any concerns regarding discrimination or inequality.

7. Monitoring and Evaluation

- The school will regularly monitor and evaluate the effectiveness of this policy through data collection, feedback from stakeholders, and review of practices.
- The policy will be reviewed annually to ensure its relevance and effectiveness in promoting equality.

8. Reporting and Addressing Discrimination

- Any incidents of discrimination or harassment should be reported to the Headteacher or designated safeguarding lead immediately.
- The school will investigate all reports of discrimination and take appropriate action in line with the school's behaviour and safeguarding policies.

9. Communication

- This policy will be communicated to all staff, parents, and stakeholders through the school website and staff training sessions.

10. Conclusion

Leasingham St Andrew's CofE Primary School is dedicated to promoting equality and diversity within our community. We believe that every child and staff member has the right to be treated with respect and dignity, and we will work tirelessly to create an environment where everyone can flourish.

Sources:

- Equality Act 2010.
- Department for Education (DfE) guidance on equality and diversity in schools.
- OFSTED inspection framework guidelines.