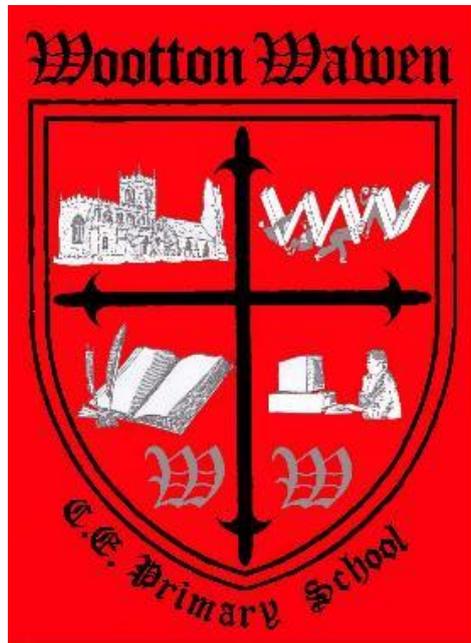


Wootton Wawen C of E Primary School



Equality Policy

Legal Duties

As a school we welcome our duties under the Equality Act 2010. The general duties are to:

- Eliminate discrimination
- Advance equality and 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
- Ethnicity
- Gender
- Gender reassignment
- Maternity and pregnancy
- Religion and belief
- Sexual identity
- Marriage and civil partnership (for employees)

We welcome our duty under the Education and Inspections Act 2006 to promote community cohesion.

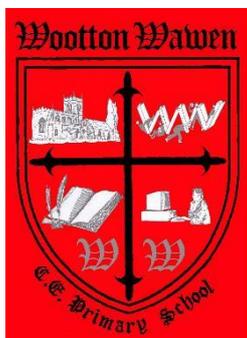
We recognise that these duties reflect international human rights standards as expressed in the UN Convention on the Rights of the Child, the UN Convention on the Rights of People with Disabilities, and the Human Rights Act 1998.

Core Statements

In fulfilling our legal obligations we will be guided by seven core statements:

1. All learners are of equal value.
2. We recognise, welcome and respect diversity.
3. We foster positive attitudes and relationships, and a shared sense of belonging.
4. We observe good equalities practice, including staff recruitment, retention and development.
5. We aim to reduce and remove existing inequalities and barriers.
6. We consult and involve widely.
7. We strive to ensure that society will benefit.

Mission Statement Aims of Wootton Wawen School



Our Vision Statement

Wootton Wawen C of E Primary School is...

- ❖ A place of Christian values, where children learn respect for themselves and others
- ❖ A place of opportunity, where children are given the variety of experiences and support they need to achieve their full potential.
- ❖ A caring place, where children and adults feel they can make a contribution to their own community and the wider world. A place where they are valued as individuals
- ❖ A partnership between children, parents, staff, governors and the community as a whole
- ❖ A happy, safe and stimulating place to be, where everyone is encouraged to become a life long learner

Our children believe that Wootton Wawen is...

- ❖ A friendly place
- ❖ A happy and caring place
- ❖ A colourful place

Our staff believe that Wootton Wawen is...

- ❖ A small school with a big heart
- ❖ A place where every child matters
- ❖ A place that encourages a love of learning

Addressing Prejudice Related Incidents

Wootton CE Primary School is opposed to all forms of prejudice and we recognise that children and young people who experience any form of prejudice related discrimination may fare 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 responsibility of everyone in the school community:

School Community	Responsibility
Governing Body	Involving and engaging the whole school community in identifying and understanding equality barriers and in the setting of objectives to address these. The governing Body will also agree the Equality Statement and objectives.
Head Teacher	As above including: Promoting key messages to staff, parents and pupils about equality and what is expected of them and can be expected from the school in carrying out its day to day duties. Ensuring that the whole school community receives adequate training to meet the need of delivering equality, including pupil awareness. Ensure that all staff are aware of their responsibility to record and report prejudice related incidents.
Senior Management Team	To support the Head as above. Ensure fair treatment and access to services and opportunities. Ensure that all staff are aware of their responsibility to record and report prejudice related incidents.
Teaching Staff	Help in delivering the right outcomes for pupils. Uphold the commitment made to pupils and parents/carers on how they can be expected to be treated. Design and deliver an inclusive curriculum. Ensure that you are aware of your responsibility to record and report prejudice related incidents.
Non Teaching Staff	Support the school and the governing body in delivering a fair and equitable service to all stakeholders. Uphold the commitment made by the head teacher on how pupils and parents/carers can be expected to be treated. Support colleagues within the school community. Ensure that you are aware of your responsibility to record and report prejudice related incidents.

Parents	Take an active part in identifying barriers for the school community and in informing the governing body of actions that can be taken to eradicate these. Take an active role in supporting and challenging the school to achieve the commitment given to the school community in tackling inequality and achieving equality of opportunity for all.
Pupils	Support the school to achieve the commitment made to tackling inequality. Uphold the commitment made by the head teacher on how pupils and parents/carers, staff and the wider school community can be expected to be treated.
Local Community Members	Take an active part in identifying barriers for the school community and in informing the governing body of actions that can be taken to eradicate these. Take an active role in supporting and challenging the school to achieve the commitment made to the school community in tackling inequality and achieving equality of opportunity for all.

We will ensure that the whole school community is aware of the Equality and Diversity Statement and our published equality information and objectives by publishing them on the school's website. (September 2012)

Breaches

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 head teacher and governing body.

Monitor and Review

Every three years, we will review our objectives in relation to any changes in our school profile. Our objectives will sit in our overall school improvement plan and therefore will be reviewed as part of this process.

Date Approved: July 2012

Date to be Reviewed: October 2015