



Equality Policy

Mission Statement

Christian values underpin the life of our school. We aim to create a Christian based moral and spiritual framework that encompasses understanding and sensitivity towards those of other faiths or of none. Being a church school we have a strong, specific commitment to Religious Education with a timetabled act of worship. We value our partnership with the local church and our engagement with the wider diocese. We seek to serve our local village communities and develop communal life of which our school can be a focus.

Ethos

Fringford C of E Primary School is a place where:

- high moral and academic expectations are combined with emotional literacy in a purposeful and enjoyable way;
- the National Curriculum is undertaken as part of a broad-based and stimulating curriculum in an atmosphere of calm, well planned progressive steps;
- staff, governors and parents work actively together to ensure children receive a rich, varied and engaging education enabling each child to become a lifelong learner, aspiring to high standards of achievement in all areas of their life;
- a welcoming atmosphere is provided for all members of the community;

School Aims

Fringford Church of England School provides a positive, secure and happy environment in which children are accepted as individuals, encouraged to assume responsibility and given a love of learning. The school provides a broad, balanced and relevant curriculum, designed to develop children's skills and extend their knowledge and understanding. Each student is encouraged and helped to develop their intellectual, physical, creative, social and spiritual potential. The school values and supports the part which parents play in the education of their child and seeks to actively involve them in their child's learning. Trust, concern and respect for others are integral to the ethos of the school and children are encouraged to play an active part in the wider community.

School statement on equality

Everyone is equal and we treat each other with dignity and respect. Our school is a place where everyone should be able to flourish in a loving and hospitable community. Each person in all their unique difference should be able to thrive, irrespective of physical appearance, gender, race, religion, ethnicity, socioeconomic background, academic ability, disability, sexual orientation or gender identity.

We are committed to promoting the understanding of the principles and practices of equality – treating all members of our school community as individuals, according to their needs, with an awareness of our diverse society and appreciating the value of difference. We actively seek to challenge discrimination and we promote an anti-bullying stance which makes clear the unacceptability of racist, disablist and homophobic, biphobic and transphobic bullying and language.

1. Legal framework

We welcome our duties under the Equality Act 2010 to eliminate discrimination, advance equality of opportunity and foster good relations in relation to age (as appropriate), disability, gender identity, race, religion, sex and sexual orientation.

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.

2. Guiding principles

Our approach to equality is based on the key principles outlined in our School Aims.

3. Development of the policy

This policy was developed in consultation with and with reference to resources and information provided by the Church of England and Oxfordshire Diocese.

4. Our actions

To eliminate discrimination, harassment and victimisation

We meet our legal duty and live out our guiding principles listed above by:

opposing prejudice and prejudice related bullying, taking account of equality with regards to the way the school provides facilities and services, taking account of equality with regards to attendance policies, actively promoting equality and diversity and creating an environment of dignity and respect.

To advance equality of opportunity between different groups

We meet our legal duty and live out our guiding principles listed above by:

being alert to the potential impact of any negative, prejudicial language or behaviour on particular pupils and groups of pupils.

To foster good relations

We meet our legal duty and live out our guiding principles listed above by:

preparing pupils to live well together, respecting diversity and equality, challenging discrimination and prejudice and listening to and treating others with dignity and respect.

5. Disseminating the policy

We ensure that this policy is known to all staff and governors, parents and carers and, as appropriate, to all pupils. This policy and our equality objectives are all available on our school website.

6. Roles and responsibilities

It is the responsibility of each member of the school community to uphold the principles and actions of this policy. These include:

The governing body

The headteacher

Teaching and support staff

Pupils

Parents and carers

Visitors

7. Staff development and training

We ensure that all staff, including support staff, receive appropriate training and opportunities for professional development, both as individuals and as groups or teams.

8. Breaches of the policy

Breaches of this policy will be dealt with in the same way that breaches of other school policies are dealt with, as determined by the headteacher and governing body.

9. Monitoring and evaluation

This policy is reviewed every year, equality objectives are reviewed every four years and data is published annually.