



Our school vision is to embrace the spiritual, physical, intellectual, emotional and social development of all.
We strive for educational excellence by supporting and developing the following values:

Wisdom

Hope

Community

Dignity

Love

Equality Policy

This single policy replaces separate policies the school has on race, disability and gender to eliminate discrimination, advance equality of opportunity and foster good relations. It reflects the legal duties set out in the [Equality Act 2010](#) and [non-statutory guidance](#) set out by the government in December 2011 and March 2012.

Part One sets out the school's aims to promote equality of opportunity and comply with the Act; Part Two sets out the legal duties which are referred to in Part One.

Our School Vision

To Inspire, Enable and Educate for 'Life in all its Fullness'.

Our school vision embraces the Church of England's own vision for education, with the promise by Jesus of 'life in all its fullness' at its heart.

As a school, we are committed to equality and diversity and this commitment is embedded within our Vision and values. We are dedicated to embracing the spiritual, physical, intellectual, emotional and social development of all in our care. We strive for educational and academic excellence by supporting and developing the wisdom, hope, community, dignity and love of all within our school.

Our School Values

- **Educating for Wisdom, Knowledge and Skills** – We encourage all to seek wisdom, knowledge, truth and understanding and help all within our school to develop the skills needed to live life in all its fullness. We nurture academic achievement, together with emotional intelligence and creativity by providing a broad, balanced curriculum.
- **Educating for Hope and Aspiration** – We embed hope and aspiration in all we do. We encourage our school community to grow and develop their mind-set and provide support for those who are struggling to thrive, in order that they develop resilience and rebuild trust.

- **Educating for Community and Living Well Together** - We see relationships as the core focus of all education. Our children, staff, parents and governors work in partnership with each other to enable our school to flourish. We encourage the involvement of all families, the church and the wider community, in all aspects of the school and strive to reach out to the wider world through our collective worship, curriculum and charity work.
- **Educating for Dignity and Respect** - We seek to develop in each child a sense of achievement, encouraging high expectations and a strong sense of self-worth and self-esteem within a happy, secure and safe framework that actively promotes attitudes of mutual respect and responsibility.
- **Educating for Love** – We give high priority to the spiritual and moral development of all in our care. We value each person and aim to provide a loving school environment, where each individual feels valued and supported and has the opportunity to discover and develop his, or her, true potential.

The primary aim of Swimbridge CE Primary School is to enable all pupils to take part as fully as possible in every part of school life by developing each child's self-confidence, recognising their strengths and encouraging them to achieve their full potential.

At Swimbridge CE Primary School we will take steps to advance equality of opportunity, foster good relations and eliminate discrimination or harassment across all the protected characteristics (age, race, gender reassignment, disability, marriage and civil partnership, religion and belief, pregnancy and maternity, gender, sexual orientation) within the school community.

This means:

- We will take reasonable and necessary steps to meet pupils' needs by using a variety of approaches and planning reasonable adjustments for disabled pupils, enabling our pupils to take as full a part as possible in all the activities of the school. We will make reasonable adjustments to ensure the school environment and its activities are as accessible and welcoming as possible for pupils, staff and visitors to the school. We are also committed to ensuring staff with a disability have equality of opportunity.
- We will actively encourage positive attitudes towards pupils and staff and expect everyone to treat others with dignity and respect.
- We will regularly consider the ways in which the taught and wider curricula will help to promote awareness of the rights of individuals and develop the skills of participation and responsible action.
- We will regularly consider the ways in which our teaching and the curriculum provision will support high standards of attainment, promote common values, and help students understand and value the diversity that surrounds them, and challenge prejudice and stereotyping.
- We will monitor the progress and achievement of pupils by the relevant and appropriate protected characteristics. This information will help the school to ensure that individual pupils are achieving their potential, the school is being inclusive in practice, and trends are identified which inform the setting of our equality objectives in the school improvement plan.
- We will collect and analyse information about protected characteristics in relation to staff recruitment, retention, training opportunities and promotions to ensure all staff have equality of opportunity. We will not ask health-related questions to job applicants before

offering a job, unless it relates to an intrinsic function of the work they do. We will make reasonable adjustments such as providing auxiliary aids for our disabled staff.

- We will ensure the curriculum is accessible to all pupils with special educational needs and disabilities (SEND) or those for whom English is not their first language. Auxiliary aids and services will be provided for them, where reasonable adjustments are required. By planning ahead, we will ensure that all pupils are able to take part in extra-curricular activities and residential visits, and we will monitor the uptake of these to ensure no one is disadvantaged on the grounds of a protected characteristic.
- We will seek the views of advisory staff and outside agencies and partnerships with other schools where this is needed. In planning the curriculum and resources we will take every opportunity to promote and advance equality.
- Bullying and Prejudice Related Incidents will be carefully monitored and dealt with effectively. Regular training will be given to both existing and new staff to ensure that they are aware of the process for reporting and following up incidents of prejudice-related bullying.
- We expect that all staff will be role-models for equal opportunities, deal with bullying and discriminatory incidents and be able to identify and challenge prejudice and stereotyping.
- Throughout the year, as part of our values education, curriculum and collective worship, we will raise awareness of equality and diversity. This may include a focus on disability, respect for other cultures, religions and beliefs, gender equality, developing community cohesion and an understanding of the effects of all discrimination. This will be reflected within the school improvement plan.
- We will ensure pupil/parent/staff consultation is regularly sought in the development and review of this policy.
- We will regularly seek the views of pupils, parents, advisory staff and visitors to the school, to ensure that the school environment is as safe and accessible as possible to all school users. We will regularly review our accessibility plans.
- We welcome a diverse range of candidates and encourage those who are currently under-represented to join.
- We will ensure that all staff are aware of their legal duties under the Equality Act 2010, the different forms of discrimination and what 'reasonable adjustments' mean in practice.
- We will set out training and awareness sessions throughout the school year.
- We will consult with stakeholders, i.e. pupils, parents/carers, staff to establish equality objectives and draw up a plan based on information collected on protected groups and accessibility planning. These equality objectives will be reviewed and reported on annually.
- We will maintain and update equality information on the school website to show how it we are complying with the Public Sector Equality Duty (PSED) in the Equality Act 2010 and advancing equality of opportunity.
- When drawing up policies, we will carry out an equality impact assessment (EIA) to ensure a policy does not, even inadvertently, disadvantage groups of pupils with protected characteristics. We will consider to what extent a new/revised policy, practice or plan meets the Public Sector Equality Duties (eliminates discrimination, advances equality and fosters good relations for all the protected characteristics) and recommend changes/mitigations where necessary (Please note that DCC policies have already had EIAs carried out).

Policy agreed:

Date of next review:

Signed: