



Christopher Reeves  
Living Our Values

# **Public Sector Equality Duty** **and Inclusion Policy**

Christopher Reeves VA Primary School  
Hinwick Road, Podington

January 2019

Review date Spring Term 2020

# Public Sector Equality Duty and Inclusion Policy

## PRINICIPLES:

Christopher Reeves Church of England VA Primary School is deeply committed to inclusion and equality, as a caring, dynamic and alert community of learners, and as an expression of our distinctive Christian character.

We are supported to achieve this through The Equality Act 2010 which ensures the protection of individuals, from both direct and indirect discrimination, harassment and victimisation, is enshrined in law. This policy reflects the need for every individual to take action to ensure our school community lives by this law and these values.

We recognise that prejudice and inequality exists and that we are called upon to challenge and redress injustices.

The protected characteristics which are vulnerable to bias include age, gender, disability, mental health, race, religion or belief, sexual orientation, marriage or civil partnership, pregnancy and maternity / paternity / adoption responsibilities.

## AIMS:

To create a learning and working environment in which

- individual differences and contributions of staff and pupils are all valued equally
- we actively promote respect and dignity for all, both within the school community and in the wider world, and challenge behaviour and attitudes which are contrary to this
- no form of bullying or harassment is tolerated, and cases are dealt with fairly and quickly
- we promote equality of opportunity in the admission of children to the school
- teaching, training and development opportunities are available to pupils and staff to promote a deep understanding of inclusion and equality
- employment practices and procedures ensure fairness and legality

2019-20 School Equality Objectives:

(as identified in School Development Plan)

Supporting Speech, Language & Communication Difficulties

- staff CPD in supporting speech & language in the classroom
- staff CPD to support speech & language interventions
- developing pupils voice opportunities for SEND pupils
- increasing opportunity for pupil discussion and debate

Continue the work of 'Challenging Stereotypes' with a focus on cultural stereotyping; find meaningful ways for pupils to engage with peers from a wider cultural mix.

# Ensuring Equality and Inclusion

## WHAT THIS MEANS IN OUR CURRICULUM AND LEARNING

1. Ensuring all pupils can access all areas of the curriculum (see also SEND Policy, and our EAL support resources)
2. Pupils are tasked and challenged at their stage not age; staff take action to remove barriers to learning with a view to enabling each pupil to achieve their full potential
3. Staff take action to ensure there is no gender bias in the school day, in their use of language and in the learning resources and opportunities offered
4. The prevailing monoculture is recognised and cultural diversity is represented specifically to address this, through history, geography, RE, British Values and the PSHE curriculum topics as well as through library and text books, classrooms displays and images within our learning resources.

## WHAT THIS MEANS IN OUR PERSONAL BEHAVIOUR

1. Every relationship and interaction in school is governed by our motto *Living Our Values*
2. Pupils and staff promote positive behaviours (see Behaviour and Discipline Policy)
3. Pupils are given a voice to express concerns about real or perceived inequalities through mechanisms such as Restorative Thinking, the Pupil Voice Box, School Council and Team Trinity; adults in school will support children to know how they can take action against injustice and inequalities
4. All pupils and adults are guided in their behaviour, and ultimately protected, by related policies and practice – Safeguarding and Child Protection Policy, Staff Code of Conduct, Volunteer Protocol, Whistleblowing Policy, Complaints Procedure – all of which are underpinned by equality and inclusion principles.

## WHAT THIS MEANS FOR EMPLOYMENT IN THE SCHOOL

1. The school's personnel practices (recruitment, remuneration, etc.) are carried out in accordance with Bedford Borough Council's Equal Opportunities in Employment Policy
2. All staff adhere to a Code of Conduct, reviewed annually, and model the respectful relationships we seek to develop in pupils.

## WHAT THIS MEANS FOR THE WIDER SCHOOL COMMUNITY

We believe that by creating an inclusive and respectful environment, all those who engage in the school community will be inspired to join us in our role of developing pupils' Spiritual, Moral, Social and Cultural awareness.

Where we encounter inequalities and discriminatory attitudes or behaviour, members of the school community – parents / carers, Governors, volunteers, staff and pupils – should feel confident to address them through respectful and polite challenge, or the use of our complaints procedures.

Equality Objectives to be reviewed annually