



Nominated Lead Member of Staff: Vicki Chiverton

Status & Review Cycle: Four yearly

Next Review Date: July 2024



St Jude's Church of England Schools Federation

EQUALITY POLICY

These schools are committed to safeguarding and promoting the welfare of pupils and expect all staff and volunteers to share this commitment.

This policy should be read with the Single Equality Scheme and Accessibility Plan

Introduction

The staff of both schools are committed, in partnership with the parents/carers, children, governors and the Local Authority, to building schools which serve the community and of which the community is proud.

At St Jude's C of E Schools, we place the principles of equality at the heart of our school ethos and culture. We believe in equality as an essential right for our pupils in order for them to derive the maximum benefit from their education and to make the best possible progress.

This policy should be seen in the context of our other whole school policies, and in particular our Single Equality Scheme and Accessibility Plan. The principles of equality apply to all school policies.

Aims and Objectives

Both schools work together to bring consistency to their equality policies. Surrey has developed a common Equality Policy based on the guidance for schools document *Implementing the Equality Act (2010) and Developing the Single Equality Scheme in Surrey Schools*. This Equality Policy promotes a consistent approach to roles, responsibilities and expectations and is available to each school to adopt.

Equality Policy

At St Jude's Schools we adopt the Surrey Equality Policy as our school equality policy as presented within this document. It replaces all previous separate policies the school had on race, gender and disability.

Monitoring and Evaluation

Attendance is monitored half-termly by the Headteacher and the Education Welfare Service. The implementation of this policy is monitored by the Headteacher and by governors through the Children & Learning Committee to evaluate its implementation and effectiveness. This policy will be reviewed by staff and governors annually, or earlier if need arises. This policy will be promoted and implemented throughout the school.

Policy Introduction

This policy sets out our school's approach to promoting equality, as defined within the Equality Act (2010). It covers sex, race, disability, religion or belief, sexual orientation, pupils who are pregnant, undergoing or who have undergone gender reassignment. It describes roles and responsibilities in respect of equality, and the monitoring and review arrangements for this policy.

The School Context (Spring 2018)

NOR	291		
FSM	12% but we believe this is not a true indicator of pupils who are eligible.		
PP	19%		
Min Ethnic	16%		
EAL	20%		
Statements/ EHCP	1.75%	SEN support	18%
Attendance	97.2%		

Equality – Aims and Values

St Jude's Schools aim to be schools where all the children are enabled to reach their full potential, thus empowering them to make good choices in later life. We promote the best possible academic, cultural and moral values in a Christian environment. All children, regardless of background, culture or religious belief are equally valued, supported and challenged. As a Christian school we also hold these values: **Hope ~ Compassion ~ Perseverance ~ Responsibility ~ Respect ~ Forgiveness**



The School's Approach to Promoting Equality

The overall objective of the Equality Policy is to provide a framework for the school to pursue its equality duties to eliminate unlawful discrimination and harassment, promote equality of opportunity, and promote good relations and positive attitudes between people of diverse backgrounds in all its activities.

Through the Equality Policy, the school seeks to ensure that no pupils, staff, parents, guardians or carers or any other person through their contact with the school receives less favourable treatment on any grounds which cannot be shown to be justified. This includes the protected characteristics identified within the Equality Act (2010) namely: sex, race, disability, religion or belief, sexual orientation, age (though not applicable in the case of pupils), pupils who are pregnant, undergoing or who have undergone gender reassignment.

As part of good practice we have also chosen to include other diversity characteristics within the scope of our Equality Policy namely: ethnic or national origin, language, marital or civil partnership status, age, responsibility for children or other dependants, trade union or political activities, social class and where the person lives.

As schools we are committed to tackling discrimination in all our activities and spheres of influence.

The principles of this policy apply to all members of the extended school community, pupils, staff, governors, parents/carers and community members.

Roles and Responsibilities

School governors are responsible for:

- ensuring that the school complies with current equality legislation
- monitoring the implementation of this policy and its procedures to ensure that they are being consistently applied throughout the school

The headteacher is responsible for:

- ensuring that this policy is readily available and that the governors, staff, pupils and parents/carers are aware of it
- ensuring that this policy and its procedures are followed
- ensuring that all staff know their responsibilities and receive training and support in carrying these out
- taking appropriate action in cases of harassment and discrimination

All school staff are responsible for:

- modelling good practice, dealing with discriminatory incidents and being able to recognise and tackle bias and stereotyping
- promoting equality and avoiding discrimination against anyone
- keeping up to date with the law on discrimination and taking relevant training and learning opportunities

Pupils are responsible for:

- sharing input with staff on developing equality related policies. This may include:
 - developing school/class rules which promote respect and challenge discriminatory behaviour
 - the behaviour and anti-bullying policies

Parents/Carers are responsible for:

- adhering to the school policy on equality
- adhering to the Home-School policy
- raising any concerns with the school promptly and with discretion via the headteacher or in their absence the deputy headteacher

Visitors and contractors are responsible for:

- keeping aware of and adhering to our school equality policy

Named Staff Member and Governor for Equality are responsible for:

- Coordinating and monitoring work on equality issues
- Dealing with and monitoring reports of harassment and discrimination
- Monitoring the progress and attainment of potentially vulnerable groups of pupils
- Monitoring exclusions

The Staff Member responsible for Equality is Vicki Chiverton.

Monitoring, Reviewing and Assessing Impact

The St Jude's Schools Equality Policy is supported by our Single Equality Scheme. The Single Equality Scheme is linked to the School Development Plan and includes targets determined by the governing body for promoting equality

The policy will be regularly monitored and reviewed by staff and governors to ensure that it is effective in eliminating discrimination, promoting access and participation, equality and good relations between different groups, and that it does not disadvantage particular sections of the community.

Any pattern of inequality found as a result of impact assessment will be used to inform future planning and decision-making. The headteacher and chair of governors will monitor specific outcomes. The Headteacher will provide regular reports to the Governing Body including progress against equality targets and future plans.