



The Federation of the Church Schools of
Shalfleet and Freshwater & Yarmouth

Together for a Brighter Future

Equality Statement and Objectives

Mission Statement and Values

We value and respect everyone in an atmosphere of Christian love. Our welcoming community builds strong relationships and is dedicated to developing and supporting everyone to flourish academically, emotionally, socially and culturally through an excellent and engaging curriculum.

‘Encourage one another and give each other strength’ Thessalonians 5:11

Inclusivity – Everyone is welcome

Respect – Everyone is valued

Resilience – Everyone is encouraged

Relationships – Everyone belongs

Equality Statement

Our statement reflects our policy outlining the commitment of the staff and Governors to promote equality and carry out duties under the Equality Act 2010. This involves tackling the barriers which could lead to unequal outcomes for identified groups and individuals of pupils, staff, parents/carers, governors and visitors in school, ensuring that there is equality of access to education whilst at the same time celebrating and valuing the diversity of our community.

We believe that equality should filter through all aspects of school life and is the responsibility of every member of The Federation of the Church Schools of Freshwater & Yarmouth and Shalfleet and wider communities. Every member of the Federation community should feel safe, secure, valued and of equal worth.

Within our Federation, equality is a key principle for treating people with dignity and respect irrespective of their age, disability, gender reassignment, marriage or civil partnership, pregnancy and maternity, race, religion/belief, sex, and sexual orientation as recognised protected characteristics under the Equality Act 2010:

At the Federation of the Church Schools of Freshwater & Yarmouth and Shalfleet Primary School, we believe that every child has;

- The right to learn
- The right to be safe; and

- The right to be respected.

Legal duties:

We welcome our duties under the Equality Act 2010 to:

- Eliminate discrimination, harassment and victimisation
- Promote equality of opportunity to all
- Foster good relations between the whole school community

In fulfilling our legal duties, we will ensure irrespective of a person's protected characteristic that we will:

- Ensure that all learners and potential learners are treated with equal value
- Provide access to education or employment at our school; our pupils and staff are treated with dignity and respect
- Foster positive attitudes and relationships, and a shared sense of cohesion and belonging
- Be an inclusive and equal opportunities employer with regard to recruitment, retention and CPD opportunities
- Ensure that we are welcoming and supportive of the local community

This statement reflects our Equality, Diversity and Inclusion Policy

The Federation of the Church Schools of Freshwater & Yarmouth and Shalfleet

Equality Objectives:

	Objective	Success criteria	Activity	Lead	Evaluation of progress
1	To continue to promote understanding and respect for diversity and equality	All children, staff members and the wider school community will demonstrate an understanding and respect for diversity and equality	<p>Raise awareness of aims and objectives of policy by sharing with pupils, staff and the wider community</p> <p>Provide further staff training in all aspects of equality & diversity to support staff understanding and awareness</p> <p>Introduce all aspects of statutory RSHE into the PSHE curriculum and continue to build a shared understanding of this work with parents/carers so they can support this at home</p>	EG/CW SS/JM	
2	Ensure that the school promotes role models and inspirational people that young people positively identify with, who reflect and broaden the diversity of Modern Britain in terms of race, gender and ability	All children will have an awareness of a wide range of role models and inspirational people that they positively identify with, who reflect and broaden the diversity of Modern Britain in terms of race, gender and ability	<p>Identify opportunities to promote diversity through all aspects of the curriculum, e.g. resourcing, study of historical figures, etc</p> <p>Promote engagement of visiting speakers to school to broaden children's perceptions of equality and diversity</p> <p>Ensure the school calendar and displays reflects opportunities to reflect and remember the importance of diversity,</p> <p>Deliver a programme of assemblies, outside visitors and education trips to promote the ethos of equality to pupils and help pupils develop good relationships with people of different characteristics.</p>	SC + Class teachers	
3	Ensure the school promotes and delivers equality of opportunity	<p>All pupils feel welcome and valued</p> <p>The physical environment effectively reflects Modern Britain</p> <p>The school environment has been effectively adapted to accommodate pupils, staff and visitors of all abilities.</p>	<p>Increase understanding of equality, diversity and inclusion through PSHE, RSE curriculum delivery</p> <p>Ensure regular analysis of any negative behaviour incidents to identify any patterns related to protected characteristics, e.g. racism, and ensure any necessary action is taken to mitigate this, e.g. further education, involvement of parents/carers etc</p> <p>The physical environment will demonstrate a clear representation of diversity including cultural groups and minority groups to educate the children about a variety of lived experiences</p> <p>All children will be able to access the curriculum through the physical environment and opportunities will be accessible to all children</p>	All staff SLT/Governors	

		Zero incidents of prejudice related incidents	<p>A review of the physical environment will be undertaken to ensure any barriers are being removed.</p> <p>Utilise collective worship (assembly) opportunities to promote equality and diversity and to tackle issues of discrimination or oppression for any protected groups</p> <p>Respond to world news/current affairs issues (related to any individuals/protected characteristics) through collective worship or PSHE sessions. Continue to promote the school's position regarding equality through communication channels with parents/carers so that there is a shared appreciation of diversity and/or British Values</p>		
4	Ensure all staff members understand their rights and responsibilities in terms of diversity and equality	To review staff related policies and procedures to ensure they comply with the Act (e.g. recruitment, CPD, flexible working, maternity and pay policies) and the Federation offers equal opportunities to all staff	<p>To undertake an initial analysis of data relating to current employees with regard to race, gender and disability and report this to the Governors Finance & Audit Committee.</p> <p>To undertake an annual data analysis, noting any changes.</p>	EG + CW All Staff	
5	Pupil achievement	To monitor assessment and other data at regular intervals to ensure that children are not being disadvantaged by belonging to a protected group	<p>Careful tracking of attainment and progress for pupils with the "Protected Characteristics".</p> <p>Ensure reasonable adjustments are in place for these children. Where appropriate, work with outside agencies to achieve the best progress for our children</p> <p>Monitor engagement of uptake at any extra-curricular activities or enrichment provision to ensure these opportunities are accessible to all</p>	SLT/Governors	