

EQUALITIES POLICY

This policy is informed by the Christian values which are the basis for all of CDAT's work and any actions taken under this policy will reflect this.

'Blessed are those who act justly, who always do what is right'

Psalm 106:3

School Name: Brereton Primary School

| Date agreed by LGB | Review Date of objectives | Signed Chair of LGB |
|--------------------|---------------------------|---------------------|
| 15.9.21 | 1.9.25 | N.Mathers |

Love must be completely sincere. Hate what is evil, hold on to what is good. Love one another warmly as Christians, and be eager to show respect for one another. Work hard and do not be lazy. Serve the Lord with a heart full of devotion. Let your hope keep you joyful, be patient in your troubles, and pray at all times."
Romans 12:9-12

Mission Statement

May all who come here be inspired with a love of life and learning
in order to fulfil their aspirations.

'Love God, Love Learning, Love One Another.'

(Matthew 22: 36-40)

Our Core Values:

Belief

Service

Aspiration

Courage

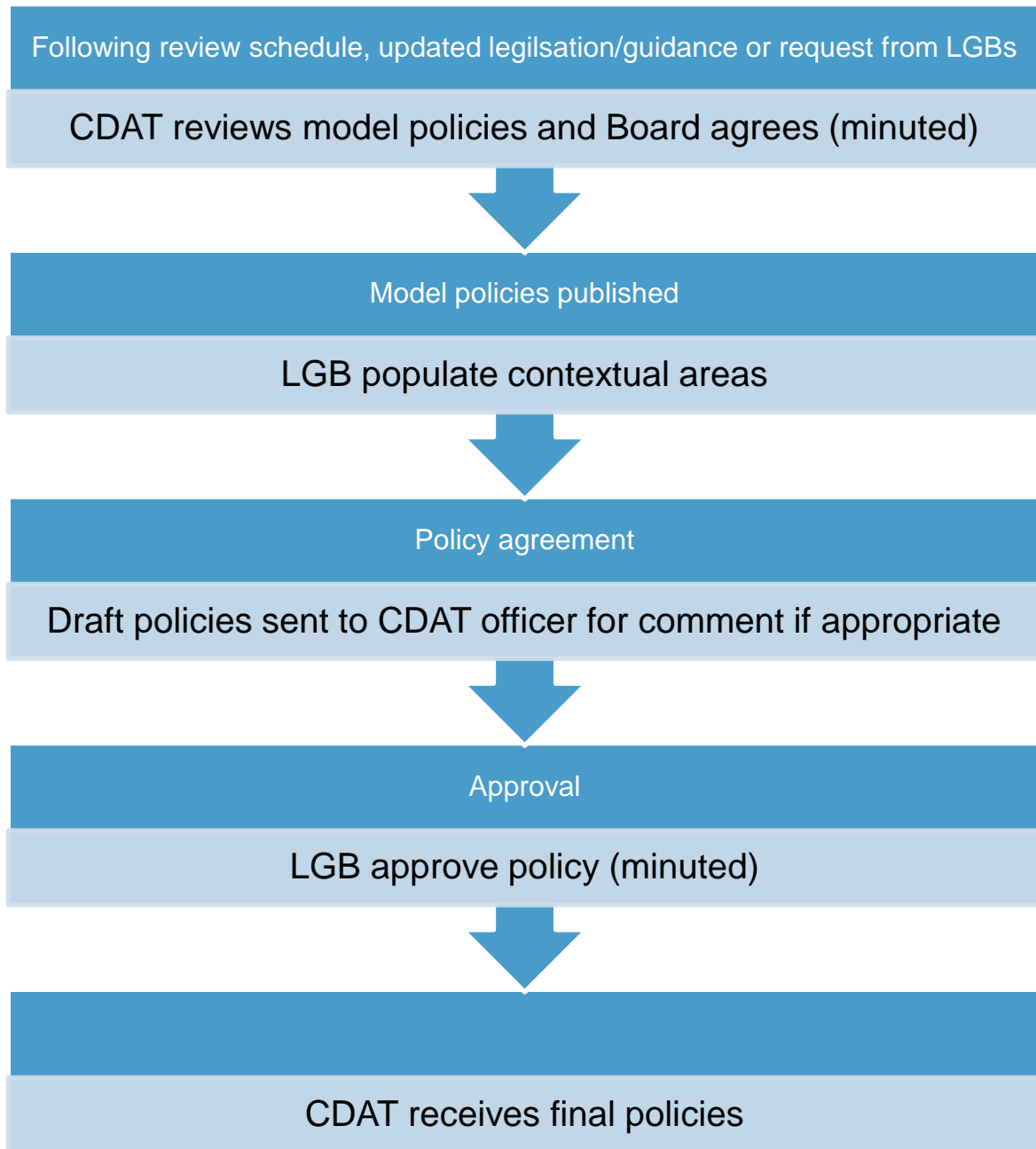
Friendship

Compassion

Responsibility

Respect

Policy Process



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1. Introduction

Chester Diocesan Academies Trust (CDAT) is committed to complying with the Equality Act 2010, and the Public Sector Equality Duty. As a provider of education and an employer of staff, the Trust has due regards for the needs to:

- Eliminate discrimination and other conduct that is prohibited by the Act,
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it,
- Foster good relations across all characteristics - between people who share a protected characteristic and people who do not share it.

Through policy and practice, CDAT aims to provide equal access and rights to all adults and pupils within its schools/academies.

This policy should be read in conjunction with other CDAT policies including the Equal Opportunities Policy.

2. Beliefs

As a Church of England Multi-Academy Trust, this policy is underpinned by the faith of the Church of England as expressed in its Canons, a faith which informs that every person is a child of God, individually unique yet made in his image and should receive his justice and righteousness. It is our duty to 'love our neighbour.'

These beliefs form the basis of how the CDAT actively complies with the Equality Act 2010:

- It is everyone's right to be regarded as being of equal worth and importance.
- It is everyone's right to have the opportunity to fulfil their potential.
- It is everyone's right to have an equal chance and to be valued and respected for who they are.
- It is everyone's right to have equal access to all aspects of school life.
- It is everyone's right to be free from discrimination, harassment and victimisation as defined below.
- It is everyone's duty to behave in a way that enables the above to happen.

3. Protected characteristics

The Act defines protected characteristics as follows:

- race
- disability
- religion or belief
- gender
- sexual orientation
- gender reassignment
- pregnancy or maternity
- age
- marriage and civil partnership

These protected characteristics apply to pupils, prospective pupils, staff, prospective staff or anybody they are associated with.

4. Unlawful behaviour

The Act defines four kinds of unlawful behaviour – direct discrimination; indirect discrimination; harassment and victimisation.

Direct discrimination occurs when one person treats another less favourably, because of a protected characteristic, than they treat – or would treat – other people.

Indirect discrimination occurs when a "provision, criterion or practice" is applied generally but has the effect of putting people with a particular characteristic at a disadvantage when compared to people without that characteristic.

Harassment has a specific legal definition in the Act - it is "unwanted conduct, related to a relevant protected characteristic, which has the purpose or effect of violating a person's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for that person".

Victimisation occurs when a person is treated less favourably than they otherwise would have been because of something they have done ("a protected act") in connection with the Act.

5. Special provisions for disability

The law on disability discrimination is different from the rest of the Act. In particular, it works in only one direction, i.e. it protects disabled people but not people who are not disabled. This means that schools/academies are allowed to treat disabled pupils more favourably than non-disabled pupils, and in some cases are required to do so, by making reasonable adjustments to put them on a more level footing with pupils without disabilities.

6. Exceptions for Church of England schools/academies

The Act includes some exceptions for schools/academies with a designated religious character, such as Church of England schools and academies, like CDAT.

6.1 Exceptions for pupils and prospective pupils

As a Church of England Multi-Academy Trust:

- Priority may be given in admissions to members of the Church of England or another religion. This is dependent on the previous category of the school prior to conversion (eg if the school was previously Voluntary controlled they may not discriminate in this manner). CDAT is committed to serving the children of each school's local area and will work with Local Governing Bodies (LGB) to develop criteria appropriate to the individual circumstances of the school.
- There are permitted exceptions on how education is provided to pupils and access is given to other aspects of school life which are not necessarily part of the curriculum. For example, organising visits for pupils to sites of particular interest to the Church of England school, such as a cathedral, is not discriminating unlawfully by not arranging trips to sites of significance to the faiths of other pupils. However CDAT encourages its schools/academies to provide visits to sites of other faiths as part of its Religious Education and wider curriculum.

These exceptions are to allow Church of England schools/academies to conduct themselves in a way which is compatible with their religious ethos. But the Equality Act does not permit less favourable treatment of a pupil because they do not (or no longer) belong to the Church of England. Nor does it allow schools to discriminate on religious grounds in other respects, such as excluding a pupil or subjecting a pupil to any other detriment.

6.2 Exception for staff and prospective staff

CDAT schools/academies that were voluntary controlled schools (but not sponsored by CDAT) prior to conversion to Academy status:

- may when appointing a head teacher take into account any candidate's suitability and ability to preserve and develop the religious character of the school.
- may appoint reserved teachers when the number of teachers is more than two. Reserved teachers are selected according to their competence to teach RE according to the tenets of the school's faith and are specifically appointed to do so. The number of reserved teachers must not exceed one-fifth of the teaching staff (including the headteacher).
- must not treat non-teaching staff and teachers, other than those appointed as reserved teachers, unfavourably in any way because of their religion

CDAT schools/academies that were Voluntary Aided schools prior to conversion to Academy status:

- may apply religious criteria when recruiting or dismissing any member of their teaching staff.
- in considering dismissals, may have regard to any conduct that is incompatible with the precepts, or with the upholding of the tenets, of the religion of the school.
- may not apply any religious criteria to any other posts unless there is a genuine occupational requirement.

Exceptions at schools sponsored by CDAT will depend on the terms in their supplemental agreement.

7. Acts of worship

There is a general exception to the religion or belief provisions which allows all schools to have acts of worship or other forms of collective religious observance. This means the daily act of collective worship is not covered by the religion or belief provisions. CDAT schools/academies are expected to provide a daily act of collective worship in accordance with the tenets and practices of the Church of England.

8. Roles and responsibilities

The Board of Directors has overall responsibility for ensuring compliance with equality legislation and the effective operation of this policy.

The Principal in each school/academy is responsible for ensuring that:

- this policy is communicated and made readily available to staff, parents/guardians and visitors to the school.

- this policy is implemented.
- staff are aware of their responsibilities and are given appropriate training and support.
- appropriate action is taken in any cases of unlawful discrimination.

All staff are expected to actively comply with the provisions of the Equality Act 2010 and promote equal opportunities, access and rights.

9. CDAT objectives

The Trust has set the following Equality Objectives for the four year period from Sept 2015 until August 2019:

- To support CDAT schools/academies in the delivery of a broad and balanced curriculum, which provides opportunities for all pupils to achieve the highest standards of education, using specialist programmes and dedicated resources (e.g. Pupil Premium and Sports Premium funding) to support pupils who need it the most.
- To encourage CDAT schools/academies to deliver a programme of worship, outside visitors and education trips to promote the ethos of equality to pupils and help pupils develop good relationships with people of different characteristics.
- To review its staff related policies and procedures to ensure they comply with the Act (e.g. recruitment, flexible working, maternity and pay policies) and the Trust offers equal opportunities to all staff.

The implementation and impact of these objectives will be monitored annually by the board of directors through:

- Reviewing pupil progress and attainment for different sub-groups (e.g. individual schools, boys vs girls, FSM, SEN and Children in Care).
- Receiving reports from the Academy Improvement Officer.
- Receiving reports from monitoring visits.

10. School/academy objectives

Each school/academy in CDAT is expected to set objectives that are appropriate for the individual circumstances of the school but that comply with the values and objectives set by CDAT. Individual school/academy objectives will be monitored by the Local Governing Body and reported to CDAT annually

The objectives for this school/academy are:

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| Provide a rich and varied curriculum which reflects God's concern for the whole child; promoting spiritual, moral, cultural, physical and emotional wellbeing alongside academic excellence and independence. |
| To underpin all our work with the Christian values of friendship, humility, forgiveness, compassion, justice and service; providing a programme of worship and RE teaching that develops the ability to form positive relationships with people of different characteristics. |
| To ensure all policies and practices comply with the Equality Act |
| To support all pupils and families as unique individuals made in the image and likeness of God. |

The objectives will be monitored by:

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| Reviewing the progress and attainment of pupil groups |
| SEND Governor visits and curriculum governor visits |
| Reviewing policies and procedures regularly to ensure compliance |
| Speaking with pupil groups and encouraging pupil and parent feedback which is analysed and actioned |

11. Review

This policy will be reviewed every four years by the board of directors.

Addendum

LGB Views on Supporting Equality

As has been highlighted by UK media recently, schools are finding themselves at the centre of dispute between the need to teach pupils acceptance and understanding of the world they are growing up in and spiritual beliefs.

As a church school we feel it important to discuss this and form a view of how we would manage a potential difficulty experienced or request made by a pupil and their family.

To inform our discussion we will consider the following documents:

Valuing All God's Children - Guidance for Church of England schools on challenging homophobic, biphobic and transphobic bullying – Summer 2019

The Equality Act 2010

SIAMS Evaluation Schedule 2018

Ofsted Inspection Framework 2019

No Outsiders - Andrew Moffat

Revd Mike Smith's presentation "No Outsiders" 26 Jun 2019

Relationship & Sex Education Guidance 2019

Central to all our thoughts, discussions and school ethos is our belief that all humans are made in the image and likeness of God and as such every person has the right to be treated with dignity and respect as they are what their Creator made them to be.

We are in absolute agreement that we will treat all those we encounter with openness and compassion and will instill this in our teaching and work with children. Our children need an understanding of the world they are growing into and a knowledge that they are loved and accepted for being themselves.

Our PSHE and RSE curriculum will teach children about developing positive relationships that will enable them to grow into healthy, happy adults who are able to be safe.

We will welcome all families to our school and work to support children whatever their need.

We will not tolerate any form of bullying in our school; be it towards gender, race, faith, disability, sexual orientation or age.

We will work together to develop our Mission into a living work and will accept all individual choices whilst promoting the teachings of the Bible as our guide.

Signed:

Chair of Governors

Date: