



At Sherborne St John C of E Primary School, our policies are designed to ensure that every child can **achieve** their full potential, **enjoy** their learning, and be **inspired** by their experiences. This policy is underpinned by our core Christian values of **Trust, Truth and Forgiveness**, which enable us to build a secure, loving and thriving environment for our entire school community.

In line with our vision, this policy seeks to:

- **Foster Trust:** Building strong relationships with one another and exploring our relationship with God.
- **Uphold Truth:** Inspiring integrity and the courage to stand up for what is right.
- **Practice Forgiveness:** Creating an environment of patience and understanding where we take responsibility for our choices and move forward together when things go wrong.

Rooted in the Christian faith and the teachings of the Bible, our school remains a caring community where every individual is safe in the knowledge that they are loved and valued by God.

Introduction

We welcome our duties under the Equality Act 2010 as both a provider of education and as an employer.

We believe that all pupils and members of staff should have the opportunity to fulfil their potential whatever their background, identity and circumstances. We are committed to creating a community that recognises and celebrates difference within a culture of respect and co-operation. We appreciate that a culture which promotes equality will create a positive environment and a shared sense of belonging for all who work, learn and use the services of our school. We recognise that equality will only be achieved by the whole school community working together – our pupils, staff, governors and parents/carers.

This document outlines the principles which will guide our approach to working with our school community and enabling an open culture.

For staff and prospective staff, this policy should be read in conjunction with the school's Employment Equality Policy.

National and Legal Context

We recognise that we have duties under the Equality Act 2010 in relation to the school community to eliminate discrimination, advance equality of opportunity and foster good relations in relation to age (applicable only to staff), disability, gender reassignment, race, sex, maternity and pregnancy, religion or belief, sexual orientation and marriage and civil partnership (applicable only to staff).

We also recognise that we have a duty under the Education & Inspections Act 2006 to promote community cohesion, i.e. developing good relations across different cultures and groups.



We also appreciate that these duties reflect the international human rights standards as expressed in the UN Convention on Rights of the Child, the UN Convention on the Rights of People with Disabilities, and the Human Rights Act 1998.

School Context

As a school, we collect equality information, and this is referenced in the appendices.

Principles

To fulfil our legal obligations, we are guided by a number of principles.

1. All pupils, families and staff are of equal value

We see all pupils, potential pupils, their parents and carers, and staff as of equal value:

- Whether or not they are disabled
- Whatever their ethnicity, culture, national origin or national status
- Whatever their sex
- Whatever their gender identity
- Whatever their religious and non-religious affiliation or faith background
- Whatever their sexual orientation
- Whatever their marital status
- Whether they are currently pregnant or have recently given birth
- Whatever their age

2. We recognise and respect difference

We recognise that treating people equally does not necessarily involve treating them all the same. We recognise that our policies, procedures and activities must not discriminate but must take account of diversity and the kinds of barriers and disadvantage that staff, parents/carers or pupils may face in relation to their protected characteristics:

- Disability – we understand that reasonable adjustments may need to be made.
- Sex – we recognise that girls and boys, men and women have different needs.



- Gender reassignment – we recognise an individual has the protected characteristic of gender reassignment if they are proposing to undergo, is undergoing or has undergone a process (or part of a process) for the purpose of reassigning their sex by changing physiological or other attributes of sex.
- Religion and belief – we acknowledge that reasonable requests in relation to religious observance and practice may need to be made and complied with.
- Ethnicity and race – we appreciate that all have different experiences as a result of our ethnic and racial backgrounds.
- Age – we value the diversity in age of staff, parents and carers.
- Sexual orientation – we respect that individuals have the right to determine their own sexual identity and that they should not experience disadvantage as a result of their preference.
- Marriage and civil partnership – we recognise that our staff, parents and carers may make their own personal choices in respect of personal relationships and that they should not experience disadvantage as a result of the relationships they have.
- Pregnancy and maternity – we believe that our staff, parents and carers should not experience any unfair disadvantage as a result of pregnancy or having recently given birth.

3. We foster positive attitudes and relationships, and a shared sense of cohesion and belonging

We intend that our policies, procedures and activities should promote:

- positive attitudes and interaction between groups and communities different from each other
- an absence of harassment, victimisation and discrimination in relation to any protected characteristics

4. We observe good equalities practice in relation to staff

We ensure that our policies and practices for all staff and potential staff throughout the employment lifecycle, i.e. from recruitment through to the cessation of employment and beyond, are applied fairly and consistently across all groups with full respect for legal rights, taking into account aspects applicable to particular groups (e.g. duty to make reasonable adjustments for disabled staff).

5. We aim to reduce and remove inequalities and barriers that already exist

We intend that our policies, procedures and activities avoid or minimise any possible negative impacts and we aim to reduce inequalities that exist between groups and communities different from each other.

6. We consult and involve to ensure views are heard

In our development of policies, we engage with groups and individuals, including pupils who are affected by a policy or activity to ensure that their views are taken into account. For policies and activities affecting pupils, we will take account of views expressed at school council; for parents, through parent governor



representation and for staff, through staff governor representation. Where necessary, we will consult more widely with specific groups.

7. We aim to foster greater community cohesion

We intend that our policies, activities and curriculum offer foster greater social cohesion and provide for an equal opportunity to participate in public life irrespective of the protected characteristics of individuals and groups.

8. We base our practices on sound evidence

We maintain and publish information annually to show our compliance with the public sector equality duty, set out under section 149 of the Equality Act 2010. Our current equality information can be found in Appendix A to this policy statement.

9. We set ourselves specific and measurable equality objectives

We develop and publish specific and measurable objectives every four years based on the evidence that we have gathered (principle 8) and the engagement we have been involved in (principle 7).

The objectives can be found in Appendix B to this policy statement and take into account both national, county and school level priorities.

We will set ourselves new objectives every four years, but keep them under review and report annually on progress towards achieving them.

Application of the principles within this policy statement:

The principles outlined in the policy statement will be applied and reflected in:

- The delivery of the school curriculum
- The teaching and learning within the school
- Our practice in relation to pupil progress, attainment and achievement
- Our teaching styles and strategies
- Our policies and practice in relation to admissions and attendance
- Our policies and practice in relation to staff
- Our care, guidance and support to pupils, their families and staff
- Our policies and practice in relation to pupil behaviour, discipline and exclusions
- Our partnership working with parents and carers
- Our contact with the wider school community



Addressing prejudice and prejudice-related bullying

The school is opposed to all forms of prejudice including, but not limited to prejudice related to protected characteristics. We will ensure that prejudice-related incidents in relation to staff and pupils are recorded and dealt with appropriately.

Roles and responsibilities

The governing body is responsible for ensuring that the school complies with legislation, and that this policy and its related procedures and action plans are implemented and that arrangements are in place to deal with any concerns or unlawful action that arises.

The headteacher is responsible for implementation of this policy, ensuring that all staff are aware of their responsibilities and given appropriate training and support and for taking appropriate action in any cases of unlawful discrimination, harassment or victimisation.

All staff are expected to work in accordance with the principles outlined in this policy to:

- promote an inclusive and collaborative ethos in their practice
- deal with any prejudice-related incidents that may occur
- plan and deliver curricula and lessons
- support pupils in their class who have additional needs

Date approved by the Governing Body: Autumn 2024

Date for policy review: Summer 2025

Equalities Information

Appendix A

We recognise that the public sector equality duty has three aims, to:

- eliminate unlawful discrimination, harassment and victimisation and other conduct under the Act.



- advance equality of opportunity between people who share a protected characteristic and those who do not.
- foster good relations between people who share a protected characteristic and those who do not.

We have considered how well we currently achieve these aims with regard to the protected groups under the Equality Act (race, disability, sex, gender re-assignment, age, pregnancy and maternity, marriage and civil partnership, religion or belief and sexual orientation).

We have also involved staff, pupils, parents and others in the following ways:

- parent questionnaires
- involvement of the student council
- staff survey

Pupil-related data

There are currently 117 pupils on roll at Sherborne St John C of E Primary School.

15% of pupils are on the SEND register

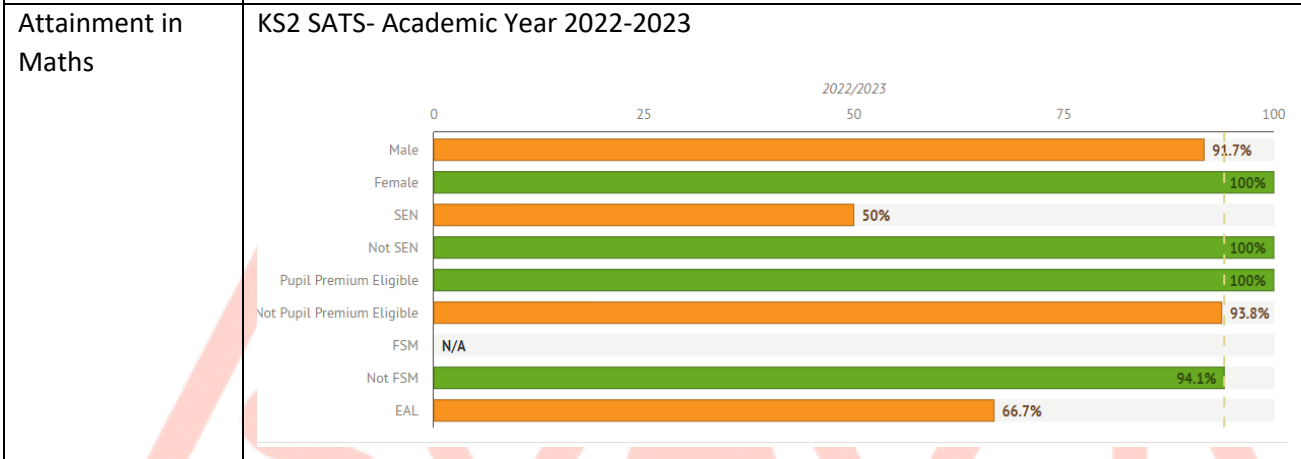
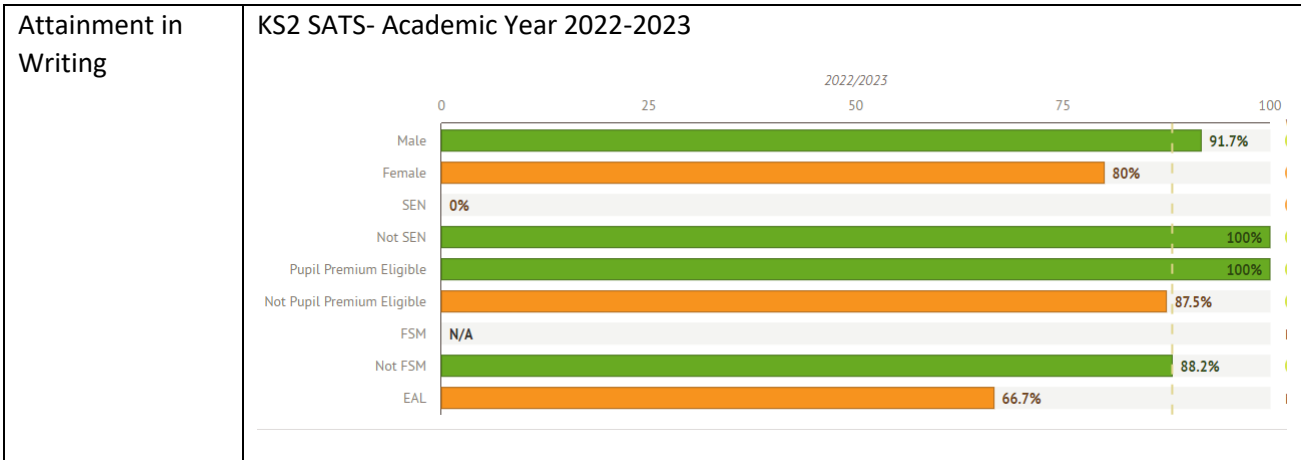
13% of pupils are eligible for Pupil Premium (FSM/LAC/PLAC/Services)

11% of pupils have English as an Additional Language

54/117 are female

63/117 are male

Information	Evidence																				
Attainment in Reading	<p>KS2 SATS- Academic Year 2022-2023</p> <table border="1"> <caption>KS2 SATS- Academic Year 2022-2023</caption> <thead> <tr> <th>Category</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Male</td> <td>91.7%</td> </tr> <tr> <td>Female</td> <td>80%</td> </tr> <tr> <td>SEN</td> <td>0%</td> </tr> <tr> <td>Not SEN</td> <td>100%</td> </tr> <tr> <td>Pupil Premium Eligible</td> <td>100%</td> </tr> <tr> <td>Not Pupil Premium Eligible</td> <td>87.5%</td> </tr> <tr> <td>FSM</td> <td>N/A</td> </tr> <tr> <td>Not FSM</td> <td>88.2%</td> </tr> <tr> <td>EAL</td> <td>66.7%</td> </tr> </tbody> </table>	Category	Percentage	Male	91.7%	Female	80%	SEN	0%	Not SEN	100%	Pupil Premium Eligible	100%	Not Pupil Premium Eligible	87.5%	FSM	N/A	Not FSM	88.2%	EAL	66.7%
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Attendance

Correct to June 2024

Whole School	Demographics	Present R/C: Marks	Auth. Absent R/C: Marks	Unauth. Absent R/C: Marks	Late: Marks
All Students	Female	95.07%	3.7%	1.23%	0.9%
All Students	Male	95.16%	4.29%	0.54%	1.13%
All Students	Compulsory School Age (5 - 15)	94.91%	4.16%	0.93%	1.07%
All Students	EAL	94.31%	1.54%	4.15%	0.58%



All Students	In Year Admission	100%	0%	0%	0%
All Students	SEN	91.82%	7.96%	0.23%	1.28%
All Students	Disadvantaged	93.69%	5.5%	0.81%	1.26%
All Students	Ever 6 FSM	92.79%	6.19%	1.01%	1.58%
All Students	FSM	92.79%	6.19%	1.01%	1.58%
All Students	Pupil Premium Eligible	93.69%	5.5%	0.81%	1.26%
All Students	Pupil Premium Recipient	95.14%	4.86%	0%	0.14%
All Students	Looked After (In Care)	100%	0%	0%	0%

Staff data

Sherborne St John C of E Primary School has less than 150 staff, therefore the Governing Body is not required to publish information in relation to their staff,

Qualitative information

- school policies
- wider opportunities for pupils
- impact of our school values
- newsletters which share updates, initiatives and Collective Worship focus

The school has published various policies on the school's website www.ssj-school.co.uk These policies evidence the school's commitment to the principles outlined in this policy and the public sector equality duty.



Equality Policy

Date of publication of this appendix: *Summer 2024*

Date for review and re-publication: *Summer 2025*

Equality Objectives

Appendix B

We recognise that the public sector equality duty has three aims, to:

- *eliminate unlawful discrimination, harassment and victimisation and other conduct under the Act*
- *advance equality of opportunity between people who share a protected characteristic and those who do not*
- *foster good relations between people who share a protected characteristic and those who do not*

We have considered how well we currently achieve these aims with regard to the protected groups under the Equality Act (race, disability, sex, gender re-assignment, age, pregnancy and maternity, marriage and civil partnership, religion or belief and sexual orientation).

We have also involved staff, pupils, parents and others in the following ways:

- parent questionnaires
- involvement of the student council
- staff survey

Having referred to and analysed our equality information, we have set ourselves the following objective(s):

Objective 1: To review objectives from Accessibility Plan

Objective 2: To ensure equality of gender outcomes



Date of publication: Summer 2024

Date for review and re-publication: *Summer 2025*

Governance

SharePoint ID:	HRDOCID-561776108-84577
Version and date of publication:	V1.1 September 2018 V1.2 4 February 2021
Owner:	Education Personnel Services

