



St Clement and St James  
CE Primary School  
Equal Opportunities and Anti-  
Discrimination Policy  
2017

## Introduction

### Our vision

*St Clement and St James is a school with Christian values at its heart. We are proud of its history and our strong links with the vibrant community to which we belong. We welcome and celebrate every child, helping all children to develop their character and full academic potential. We promote high aspirations and a love of learning through a rich and varied curriculum.*

*Our values help us show and grow faith, hope and love as the centre of our school. We have a particular emphasis on love as the root of the values we have chosen for our school. When we say love, we mean the definition in 1 Corinthians 13:4-8. Our values are:*

- *Compassion*
- *Creativity*
- *Excellence*
- *Forgiveness*
- *Friendship*
- *Thankfulness*

As a Christian school, we believe:

- All people are of equal importance in the sight of God and should be equally accorded the respect and dignity due to the children of God.
- The diversity arising from age, gender, sexuality, differing abilities and special needs, religious belief, racial and social origin, culture and practice should be regarded as enriching the school community.
- All members of the community, whatever their function, status or ability shall be held in equal esteem.
- No member of the school community will be discriminated against or treated differently because of the aspects of identity listed above; or because of pregnancy or maternity leave or gender reassignment.
- The needs of the individual child must be met.

## Rationale

We are committed to providing the best education that we can for all our pupils, according to their needs.

We do not tolerate bullying, harassment or unlawful discrimination of any kind.

None of the above categories will be used to distinguish between groups of pupils, staff, governors or applicants for posts, for example in rewards or sanctions, educational opportunities or extra-curricular opportunities, or in performance management or pay awards.

Pupils are educated and encouraged to recognise all individuals' right to equal opportunities and to value difference. They are encouraged to appreciate the

richness of diversity in our school, community and the wider world and share with each other their own heritage and culture.

### Aims and objectives

- To promote the individuality of all our pupils.
- To provide a wide curriculum that fosters positive attitudes, fairness and justice towards all.
- To reflect upon and celebrate diversity in our community and the wider world.
- To create a positive and inclusive ethos based on respect for diversity.

### Equal opportunities in action

#### Admissions

As a Church of England school, our admissions procedures relate to our instrument of governance, and we give preference to children with a church background, as set out in our Admissions Policy. We retain a percentage of open places where church attendance is not a criteria.

St Clement and St James will not discriminate against pupils of the school on the grounds of age, colour, disability, ethnic or national origin, family circumstances, gender, marital status, political or religious beliefs, sexual orientation or socio-economic background or gender reassignment.

#### Incidents of discrimination between pupils

The school makes every effort to eliminate harassment of or discrimination against any member of the school community. *See also the Anti-Bullying, Safeguarding and Child Protection, Behaviour Management and Race Equality policies for prevention, procedures, sanctions and support for victims.*

All forms of harassment or discrimination by any person within the school are treated seriously. If such conduct takes place, the matter is investigated thoroughly and appropriate action taken, in line with our Behaviour Policy. All incidents and the school's response to them are recorded and reported to the Governing Body.

It is acknowledged that such conduct, or talk, may sometimes occur through lack of knowledge or understanding, particularly on the part of very young children. If this is believed to be the case, the opportunity to educate rather than punish is taken.

Pupils who have acted or spoken in a discriminatory manner are made aware of the unacceptability of their actions. Adults dealing with the incident ensure not only that a sanction is given, but that a meaningful apology is made.

Pastoral support in the school is provided to all children by all staff and is a strength of the school. We monitor, through regular questionnaires and pupil

interviews, that children have a named adult they can go to with worries or problems.

### **Incidents of discrimination between adults**

This policy is applicable to all adults that work or have contact with the school. Incidents of discrimination with or between adults in any of the categories listed above is not tolerated and the same rigorous standards apply, including the reporting of such incidents.

### **The curriculum**

Our curriculum provides opportunities for all learners to achieve. All pupils have equal access to the curriculum according to their individual needs. We make reasonable adjustments to ensure access to the curriculum where a pupil's disability or special educational need may hinder them.

### **Resources**

Materials, ideas and artefacts are from a range of national origins, introducing an appropriate multicultural dimension in our teaching. Our resources ensure the promotion of a positive image regarding race, religion, gender and special need.

Resources meet the needs of all children to ensure full access to the Early Years Foundation Stage Curriculum and the National Curriculum for all children. Extra resources are provided to meet the special educational needs or physical needs of individual children to ensure they have full curriculum access. When pupils are unable to access the normal curriculum, alternatives are developed so that these pupils do not feel excluded. Support is timetabled to meet the needs and disabilities of pupils.

### **Extra-curricular activities**

The school runs a variety of extra-curricular activities, including Breakfast Club, after school clubs, and lunchtime clubs such as choir. All pupils are encouraged to take part in extra-curricular activities and events. Individual pupils are actively encouraged to participate in extra-curricular activities where it is felt these will have a particularly beneficial effect, for example Looked-After Children, children with special educational needs, children at risk of exclusion, or children with poor attendance and punctuality. Places may be reserved for these pupils.

Staff organising school visits and trips give due consideration to the needs of pupils and ensure all pupils have the opportunity to take part. Mobility and medical concerns are considered when any visit or trip is planned and appropriate provision made. Staff: pupil ratios reflect the needs of the children taking part.

### **Environment**

The learning environment reflects the school's commitment to a policy of equal opportunities for all. Displays reflect a positive image of race, religious belief, gender, physical ability and special need. All children are given the opportunity to contribute to displays throughout the school.

The ground floor of St Clement and St James is accessible to all. Where there are steps from the playground to the back door, a ramp allows access for wheelchairs. There is an accessible indoor toilet with wheelchair access.

The first floor is not currently accessible to pupils or staff of all ability. Stair lifts are installed to enable access to the first floor to members of the school community unable to use the stairs, when they are needed.

The school ensures small teaching rooms or offices are available for speech and language therapists, play therapists, occupational therapists, and clinical or educational psychologists. *Due consideration of the needs of people with disabilities is given in the school's accessibility plan.*

### **Promoting positive attitudes and preventing discrimination**

The school encourages a positive ethos and a pride in the school within the whole school community. Our assemblies, Circle Time, and Personal, Social, Health Education and Citizenship elements of the curriculum, encourage children to value all members of society.

The school ensures that staff members have equally high expectations of all pupils, regardless of race, religious belief, gender or any other aspect of a child's identity. Progress and attainment data for different groups are analysed and compared to school, local authority and national data. Where discrepancies are found, action is taken to address underperformance by different groups.

Continual Professional Development for staff includes training on learning difficulties, autism and Asperger's syndrome, speech and language, occupational health issues and other issues (including health) as relevant to our pupils. The school works closely with outside professionals to deliver tailor-made training. Staff working directly with pupils with disabilities, are given information and training on how best to support those pupils.

### **Recruitment and employment**

The school follows guidance from the Local Authority and all equal opportunities employment legislation, including the Disability Discrimination Act and Race Relations Act.

When recruiting, each individual is assessed according to his or her personal capability to carry out a given job.

**Date adopted by Governing Body: 13.12.17**

**Review date: autumn 2020**

**Signed:**

**Chair of Governors**

**Headteacher**