



CHOLLERTON CHURCH OF ENGLAND AIDED FIRST SCHOOL

Be the best you can be through:

challenge, nurture, inspiration, respect, happiness, inclusion, in a safe, loving Christian family.

EQUALITY, DIVERSITY and INCLUSION PRINCIPALS

Policy Statement

At Chollerton C. of E. First School, we believe that every child deserves the opportunity to excel in their unique talents and interests. Guided by the Christian principle of “Love your neighbour as yourself” (Mark 12:30), we are committed to fostering an inclusive and respectful environment.

Curriculum and Teaching

Our curriculum reflects the diversity of society and is designed to avoid reinforcing stereotypes related to gender, race, social class, or disability. We celebrate individuality and ensure that teaching about different ethnic groups, religions, and traditions is integrated naturally into various subjects. We aim to provide a range of reading materials that reflect multiple backgrounds while avoiding gender stereotyping.

Legal Framework

We uphold our duties under the **Equality Act 2010** to eliminate discrimination and promote equality across all areas, including age, disability, ethnicity, gender, religion, and sexual identity. Our commitment extends to promoting community cohesion as outlined in the **Education and Inspections Act 2006**.

Guiding Principles

1. **Equality of Value:** All learners are valued equally, regardless of background or ability. Discrimination based on any characteristics is unacceptable. We report on the performance of disadvantaged pupils to demonstrate the impact of our Pupil Premium Grant.
2. **Recognition of Difference:** We respect individual differences and ensure our policies consider diverse life experiences. We actively promote family diversity and flexibility in our uniform policy.
3. **Positive Relationships:** We promote positive interactions and mutual respect among all members of our community, actively preventing bullying and prejudice-related incidents.
4. **Equal Opportunities in Employment:** Our recruitment and development practices ensure fairness, offering equal opportunities to all staff, regardless of their background.

5. **Removing Inequalities:** We strive to reduce existing barriers that affect disabled individuals and those from different ethnic and cultural backgrounds.
6. **Consultation and Involvement:** We engage with diverse groups to ensure their perspectives inform our policies and practices.
7. **Societal Benefit:** Our policies aim to benefit society by fostering greater social cohesion and participation across diverse communities.
8. **Evidence-Based Practices:** We maintain data on our progress toward equality and regularly review our objectives.

Curriculum Access

All pupils will have equal access to the curriculum, including those with special educational needs. We regularly review subjects to ensure they align with our commitment to equal opportunities.

Ethos and Organisation

Our guiding principles apply across all areas, including pupil progress, welfare, teaching styles, admissions, and community engagement. We aim to address prejudice and discrimination robustly and transparently.

Roles and Responsibilities

The Governing Body ensures compliance with equality legislation, while the Headteacher implements the policy and provides training for staff. All staff members are responsible for fostering an inclusive environment and addressing prejudice-related incidents.

Monitoring and Evaluation

We will regularly monitor the effectiveness of this policy and review it to ensure it meets our objectives and legal obligations.

Date approved by the Governing Body:
Signed by the Chair of Governors

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This policy was reviewed: Autumn 2024
Date of next review: Autumn 2026

Appendix

AREAS TO BE AWARE OF IN CARRYING OUT EQUAL OPPORTUNITIES POLICY WITH CHILDREN

- Registration – Pupils names are accurately recorded and correctly pronounced.
- Grouping Children
- Textbooks
- Story Books
- “Choosing” Children for Tasks
- Disciplining Children
- Movement around the School
- Pastoral Care – (Do we treat all children same?)
- Assembly
- Colour Choice of resources / materials – we aim to provide for all pupils according to their need, irrespective of gender, ability and ethnic origins.
- Play / Opportunities / Choice
- Home Language (Value Language and Dialect)

All our staff will ensure that resources used in all curriculum areas and non-curriculum areas are multicultural and non-sexist and promote positive images of all groups.