

1. Policy Statement

- 1.1 In line with the Equality Act 2010 and the Public Sector Equality Duty (PSED) we believe that all members of our school community should have the opportunity to achieve their full potential, regardless of race, disability, gender, age, religion, belief, sexual orientation (with particular awareness of discrimination relating to LGBT) pregnancy and maternity and gender reassignment or special educational need. We recognise and value diversity and the way in which differing contributions enrich the life and development of our school.
- 1.2 Our Trust is situated some three miles west of Northwich in Cheshire, in the semi-rural village of Barnton, with a predominantly white British population of approximately 6000. Our schools have a very small number of pupils who are of mixed race or of other nationalities. This raises specific challenges to the school and the community in relation to racial equality.
- 1.3 We aim to provide a range of educational activities and enrichment opportunities, which encourage everyone to participate in learning. Through our teaching, administration and support services, and our community links, we will promote equality of opportunity and seek to remove any barriers to access, participation, progression and achievement.
- 1.4 We will ensure that we honor our legal obligations and strive for freedom from discrimination. All members of the Trust will fairly treated.
- 1.5 We will provide a welcoming, stable, secure and caring atmosphere within a stimulating learning environment. We will consider the social and emotional aspects of learning and promote high self-esteem for all members of the Trust community. To reinforce this we will strengthen links between school, home and our wider community, valuing the contribution of each towards the development of well-balanced individuals and encouraging pupils to develop a positive view of their contribution to society.

2. Aims

- 2.1 As a Trust we are committed to providing equality of opportunity and anti-discriminatory practice for all children, families and staff.
- 2.2 We aim to:
 - Ensure that the culture and ethos of the school is one in which the heritage and origins of all people are equally valued and treated with respect.
 - Provide a broad, balanced and enriched curriculum that enables us to meet a wide range of individual learners' needs, goals and aspirations. The curriculum will be delivered through quality first teaching, in line with the Staff Appraisal policy.
 - Provide a secure environment in which all our children can flourish and in which all contributions are valued;
 - Include and value the contribution of all families to our understanding of equality and diversity;
 - Provide positive non-stereotyping information about different ethnic groups and people with disabilities or learning difficulties, and address racism and discrimination.

- Improve our knowledge and understanding of issues of equality and diversity through ongoing CPD,
- Ensure that equality and inclusion is at the heart of all we do.
- Ensure that procedures for recruiting and selecting staff will be sensitive to, and promote, equality of opportunity.
- Ensure that the ethos and environment of our schools enables all pupils and staff to feel welcome, supported and valued, with access for all to our facilities and services.
- Encourage pupils and staff to recognise, understand and value diversity.
- Develop our pupil induction and curriculum to enable children to understand this policy, its implications, and how they can contribute to achieving greater equality of opportunity.
- Provide training for all staff, governors and trustees to enable them to understand our policy, participate in its implementation, and promote equality of opportunity.

3. Monitoring and Evaluation:

3.1 The trust will:

- Systematically review this and all policies, and address any areas of inequality.
- Monitor and evaluate progress of all pupils, and analyse data in respect of any potential barriers to learning, such as children in care, SEND, birthdate, gender.

3.2 **Responsibilities:**

- The Board of Trustees will ensure that the school complies with equality legislation.
- The Headteacher and staff will implement this policy in all areas of school life, identifying and challenging bias and stereotyping within the curriculum and culture of the school.
- All breaches of this policy will be investigated using the appropriate procedures and reported to the governing body and local authority as required.

4. Review

4.1 This policy was drawn up after consulting relevant information and documentation and the legal framework for this policy is:

- Race Relations Act, 1976 & Race Relations Amendment Act, 2000;
- Sex Discrimination Act, 1986;
- Children and Families Act 2014
- SEND Code of Practice 2014
- Equalities Act 2010

4.2 Staff will review it every year, in line with our Policy Review Cycle, unless there are significant changes and therefore a need to review it sooner.