



The Federation of the Church Schools of  
Shalfleet and Freshwater & Yarmouth  
*Together for a Brighter Future*

## Equality Statement and Objectives

### Mission Statement and Values

We aim to make everyone welcome, valued and respected in an atmosphere of Christian love. Our community builds strong relationships and is dedicated to developing and supporting everyone to flourish academically, emotionally, socially and culturally through an excellent and engaging curriculum.

**'Encourage one another and give each other strength' Thessalonians 5:11**

**Inclusivity** – Everyone is welcome

**Respect** – Everyone is valued

**Resilience** – Everyone is encouraged

**Relationships** – Everyone belongs

### Equality Statement

Our statement reflects our policy outlining the commitment of the staff and Governors to promote equality and carry out duties under the Equality Act 2010. This involves tackling the barriers which could lead to unequal outcomes for identified groups and individuals of pupils, staff, parents/carers,

governors and visitors in school, ensuring that there is equality of access to education whilst at the same time celebrating and valuing the diversity of our community.

We believe that equality should filter through all aspects of school life and is the responsibility of every member of The Federation of the Church Schools of Freshwater & Yarmouth and Shalfleet and wider communities. Every member of the Federation community should feel safe, secure, valued and of equal worth.

Within our Federation, equality is a key principle for treating people with dignity and respect irrespective

of their age, disability, gender reassignment, marriage or civil partnership, pregnancy and maternity,

race, religion/belief, sex, and sexual orientation as recognised protected characteristics under the

Equality Act 2010:

At the Federation of the Church Schools of Freshwater & Yarmouth and Shalfleet Primary School, we believe that every child has;

- The right to learn
- The right to be safe; and
- The right to be respected.

**Legal duties:**

We welcome our duties under the Equality Act 2010 to:

- Eliminate discrimination, harassment and victimisation
- Promote equality of opportunity to all
- Foster good relations between the whole school community

In fulfilling our legal duties, we will ensure irrespective of a person's protected characteristic that we will:

- Ensure that all learners and potential learners are treated with equal value
- Provide access to education or employment at our school; our pupils and staff are treated with dignity and respect
- Foster positive attitudes and relationships, and a shared sense of cohesion and belonging
- Be an inclusive and equal opportunities employer with regard to recruitment, retention and CPD opportunities
- Ensure that we are welcoming and supportive of the local community

This statement reflects our Equality, Diversity and Inclusion Policy

# The Federation of the Church Schools of Freshwater & Yarmouth and Shalfleet

## Equality Objectives:

|   | Objective  | Success criteria  | Activity  | Lead                                  | Evaluation of progress   |
|---|--|---|---|---------------------------------------|--|
| 1 | To continue to promote understanding and respect for diversity and equality  | All children, staff members and the wider school community will demonstrate an understanding and respect for diversity and equality   | <p>Raise awareness of aims and objectives of policy by sharing with staff and the wider community</p> <p>Provide further staff training in all aspects of equality &amp; diversity to support staff understanding and awareness</p> <p>Introduce all aspects of statutory RSHE into the PSHE curriculum and continue to build a shared understanding of this work with parents/carers so they can support this at home</p>  | EG/CW<br>SS/JM                        | <p>Policy is shared with all stakeholders and available on the school website</p> <p>The RSE curriculum is woven through the PSHE curriculum and emphasis is placed on what a healthy, strong relationship looks like. We use the three Christian Values to promote the children relationships with themselves and others.</p>   |
| 2 | Ensure that the school promotes role models and heroes that young people positively identify with, who reflect and broaden the diversity of Modern Britain in terms of race, gender and disability | All children will have an awareness of a wide range of role models and heroes that they positively identify with, who reflect and broaden the diversity of Modern Britain in terms of race, gender and disability | <p>Identify opportunities to promote diversity through all aspects of the curriculum, e.g. resourcing, study of historical figures etc</p> <p>Promote engagement of visiting speakers to school to broaden children's perceptions of equality and diversity</p> <p>Ensure the school calendar and displays reflects opportunities to reflect and remember the importance of diversity,</p> <p>Deliver a programme of assemblies, outside visitors and education trips to promote the ethos of equality to pupils and help pupils develop good relationships with people of different characteristics.</p>   | SC + Class teachers                   | <p>Curriculum topic placed emphasis on diversity and children encounter a range of historical figures, events in order to widen their cultural experiences.</p> <p>A variety of speakers come into the schools from varying backgrounds, cultures and disabilities. They talk about their life experiences, challenges and achievements to inspire the children.</p> <p>The Events Calendar, outside visitors and trips promote equality and allow all children enriching experiences. Children encounter many people with a range of different characteristics.</p>               |
| 3 | Ensure the school promotes and delivers equality of opportunity  | <p>All pupils feel welcome and valued</p> <p>Accessible environment</p> <p>Zero incidents of prejudice related incidents</p>  | <p>Increase understanding of equality, diversity and inclusion through PSHE, RSE curriculum delivery</p> <p>Ensure regular analysis of any negative behaviour incidents to identify any patterns related to protected characteristics, e.g. racism, and ensure any necessary action is taken to mitigate this, e.g. further education, involvement of parents/carers etc</p> <p>Utilise collective worship (assembly) opportunities to promote equality and diversity and to tackle issues of discrimination or oppression for any protected groups</p> <p>Respond to world news/current affairs issues (related to any individuals/protected characteristics) through collective worship or PSHE sessions. Continue to promote the school's position regarding</p> | <p>All staff</p> <p>SLT/Governors</p> | <p>Opportunities are taken within the curriculum to celebrate diversity within LTP and to discuss differences. Children are made aware of and respect different life experiences.</p> <p>A variety of speakers come into the schools from varying backgrounds, cultures and disabilities. They talk about their life experiences, challenges and achievements to inspire the children. We also take the opportunity to teach children about respect – through the Christian teachings. We challenge children's thinking to ensure that there is an appreciation of difference.</p> |

|   |  |  |  |                      |   |
|---|--|--|--|----------------------|---|
|   |  |  | equality through communication channels with parents/carers so that there is a shared appreciation of diversity and/or British Values  |                      |   |
| 4 | Ensure all staff members understand their rights and responsibilities in terms of diversity and equality | To review staff related policies and procedures to ensure they comply with the Act (e.g. recruitment, CPD, flexible working, maternity and pay policies) and the Trust offers equal opportunities to all staff | <p>To undertake an initial analysis of data relating to current employees with regard to race, gender and disability and report this to the Governors Finance &amp; Audit Committee.</p> <p>To undertake an annual data analysis, noting any changes.</p> <p>Carry out equality impact statement</p>   | EG + CW<br>All Staff |   |
| 5 | Pupil achievement  | To monitor assessment and other data at regular intervals to ensure that children are not being disadvantaged by belonging to a protected group  | <p>Careful tracking of attainment and progress for pupils with the "Protected Characteristics".</p> <p>Ensure reasonable adjustments are in place for these children. Where appropriate, work with outside agencies to achieve the best progress for our children</p> <p>Monitor engagement of uptake at any extra-curricular activities or enrichment provision to ensure these opportunities are accessible to all</p> | SLT/Governors        | Bespoke provision is in place for a number of children across the Federation. The Federation take an active approach in seeking advice for external agencies and working with them for the benefit of the children. |