



Over kellet Wilson's Endowed CE School Equality Policy



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Know, Grow, Show
In knowing God, we grow as He intended
We show His love for others as we go through school and life
With Christ by our side

Philippians 4 v 13 – I can do all this through Christ who gives me strength

School statement on equality

Every person in our school community has been made in the image of God and is loved unconditionally by God. Everyone is equal and we treat each other with dignity and respect. Our school is a place where everyone is welcome. Likewise, everyone should be able to flourish in a loving and hospitable community. Each person in all their unique difference should be able to thrive, irrespective of physical appearance, gender, race, religion, ethnicity, socio-economic background, academic ability, disability, sexual orientation or gender identity.

We are committed to promoting the understanding of the principles and practices of equality – treating all members of our school community as individuals, according to their needs, with an awareness of our diverse society and appreciating the value of difference. We actively seek to challenge discrimination and we promote an anti-bullying stance which makes clear the unacceptability of racist, disablist and homophobic, biphobic and transphobic bullying and language.

Theological Perspective:

'There is no difference between Jew and Gentile, for all have sinned and fall short of the glory of God, and all are justified freely by his grace through the redemption that came by Jesus Christ' Romans 3:22b-23

Ensuring Dignity for All Groups – Warm Fires and Open Doors:

'By Warm Fires I mean a vibrant and attractive sense of Christian identity, and by Open Doors I mean a real welcome to anyone and everyone to gather round the fire.' David Thomson, Bishop of Huntingdon

1. Legal framework

We welcome our duties under the Equality Act 2010 to eliminate discrimination, advance equality of opportunity and foster good relations in relation to:

- age
- disability
- gender identity or reassignment
- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation

We welcome our duty under the Education and Inspections Act 2006 to promote community cohesion.

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

2. Guiding principles

Our approach to equality is based on the following key principles:

The school's vision permeates the life of the school and tasks us to 'show His love for others as we go through school and life'. We do this recognising that we are all children of God.

Genesis 1:27 New International Version - UK (NIVUK)

'So God created mankind in his own image'.

3. Development of the policy

This policy applies to the whole school community. It has been drawn up as a result of the outcomes of a transparent process and through consultation with:

- The school governors
- The school council
- The school staff both teaching and support staff
- Parents through the school website

4. Links to other policies and documentation

We ensure that the principles listed above apply to all of our policies and practice including those that are concerned with:

- Pupils' progress, attainment and achievement
- Pupils' personal development and wellbeing
- Teaching styles and strategies
- SMSC and PSHE
- Admissions and attendance
- Staff recruitment, retention and professional development
- Care, guidance and support
- Special educational needs
- Behaviour, discipline and exclusions
- Bullying and addressing prejudice related bullying
- Working in partnership with parents, carers and guardians
- Working with the wider community

We also ensure that information about our responsibilities under the Equality Act are included in our school development plan, self-evaluation review, the school prospectus, school web site and newsletters.

5. Our actions

To eliminate discrimination, harassment and victimisation

We meet our legal duty and live out our guiding principles listed above by:

Opposing prejudice and prejudice related bullying, taking account of equality with regards to the way the school provides facilities and services, taking account of equality with regards to attendance policies, actively promoting equality and diversity and creating an environment of dignity and respect

To advance equality of opportunity between different groups

We meet our legal duty and live out our guiding principles listed above by:

Being alert to the potential impact of any negative, prejudicial language or behaviour on particular pupils and groups of pupils

To foster good relations

We meet our legal duty and live out our guiding principles listed above by:

Preparing pupils to live well together, respect diversity and equality, challenge discrimination and prejudice and listen to and treat others with dignity and respect

Other ways we address equality issues

- The school's vision is clear in its mission to share God's love with others
- Ensuring that all events in school are welcoming and inclusive
- Frequent use of the school's Christian values promote equality through an inclusive and respectful culture
- Global Monday Worship addresses key issues on a weekly basis which includes those surrounding equality such as black history month and disability
- When appropriate, record keeping will be thorough and follow local authority guidance
- When reviewing other policies, relevant reference and links will be made to ensure equality and inclusion

6. Disseminating the policy

We ensure that this policy is known to all staff and governors, parents and carers and, as appropriate, to all pupils. This policy, our equality objectives and data are all available on our school website.

7. Roles and responsibilities

- Our governing body will ensure that the school complies with statutory requirements in respect of this policy
- The headteacher is responsible for the implementation of this policy, and will ensure that staff are aware of their responsibilities, that they are given necessary training and support and report progress to the governing body
- The headteacher has day-to-day responsibility for co-ordinating the implementation of this policy
- Our staff will promote an inclusive and collaborative ethos in the school, challenge in appropriate language and behaviour, respond appropriately to incidents of discrimination and harassment, ensure appropriate support for children with additional needs and maintain a good level of awareness of equalities issues
- All members of the school community have a responsibility to treat each other and staff with respect, to feel valued, and to speak out if they witness or are subject to any inappropriate language or behaviour
- We will take steps to ensure all visitors to the school adhere to our commitment to equality

8. Staff development and training

We ensure that all staff, including support staff, receive appropriate training and opportunities for professional development, both as individuals and as groups or teams.

9. Breaches of the policy

Breaches of this policy will be dealt with in the same way that breaches of other school policies are dealt with, as determined by the headteacher and governing body.

10. Monitoring and evaluation

Wilson's Endowed CE School is an inclusive school, working towards greater equality in the whole school community. We use the curriculum and teaching to enhance the self-esteem of all those it serves and to provide a learning environment in which each individual is encouraged to fulfil her or his potential. When appropriate, collective worship can also provide times for reflection that supports our inclusive community. We collect and analyse a range of equality information for our pupils/students:

- Census Information
- Local Authority School Data
- Information on specific groups in national tests

We make regular assessments of pupils' learning and use this information to track pupils' progress, as they move through the school. As part of this process, we regularly monitor the performance of different groups, to ensure that all groups of pupils are making the best possible progress. We use this information to adjust future teaching and learning plans, as necessary.

Resources are available to support groups of pupils where the information suggests that progress is not as good as it should be. The governing body receives regular updates on pupil performance information. School performance information is compared to national data and Local Authority data, to ensure that pupils are making appropriate progress when compared to all schools, and to schools in similar circumstances.

As well as monitoring pupil performance information, we also regularly monitor a range of other information. This relates to:

- Attendance
- Exclusions and truancy
- Racism, disability, sexism, homophobia and all forms of bullying
- Parental involvement
- Participation in Extended Learning Opportunities

Our monitoring activities enable us to identify any differences in pupil performance and provide specific support as required, including pastoral support. This allows us to take appropriate action to meet the needs of specific groups in order to make necessary improvements.

Wilson's Endowed CE School is also committed to providing a working environment free from discrimination, bullying, harassment and victimisation. We aim to recruit an appropriately qualified workforce and establish a governing body that is representative of all sections of the community in order to respect and respond to the diverse needs of our population.

We collect and analyse a range of profile information for our staff and governors. The data collected on staff at appointment or during the recruitment process includes a request to provide information about gender, ethnicity and any known disability

The school is mindful regarding confidentiality in gathering such information.

Darren Newiss
September 2025