



St. Peter's Cross Keys Primary C of E Academy



Our Vision

'Rooted in love we flourish and grow'

'Jesus said that the kingdom of God is like a little mustard seed. This seed is very tiny at first but this is just the beginning of something. When this little seed is planted it grows into a huge tree, a tree so big that birds come and sit on its branches!'

Matthew 13: 31-33

Jesus teaches us that all good things must start with small beginnings.

At St. Peter's we believe that learning continues throughout life and that we should develop the skills that enable life-long learning to take place. We believe that all children should be inspired and enthused by the challenges we present to them, and feel secure and supported so that they can try new and difficult experiences. We believe that through our teaching, we equip children with the skills, knowledge and understanding necessary to be able to make informed choices about the important things in their lives. Central to this is the commitment that inclusion for all children is at the heart of our vision with the belief that removing barriers to participation and learning allows everyone to benefit fully from the educational opportunities we provide.

Our Mission

As a school, we have a strong focus on supporting children to develop an understanding of themselves, and crucially, an understanding of how they operate and develop as learners. All staff have a key role to play in nurturing self-esteem to support children in developing:

- A clear sense of belonging.
- Ambition for their future.
- The attributes of Critical Thinkers, Problems Solvers, Team Players and Resilient Learners.
- The knowledge and understanding to be a champion for change in our local community and to be a positive influence in the community and for themselves.
- Their personal, moral and spiritual development within a Christian framework

Our Core Values

Community

Peace

Hope

Wisdom

Dignity

Joy

St. Peter's Cross Keys C of E Academy

Policy: Equality, Equity, Diversity and Inclusion Policy
Approved by: Local Governing Body
Date: November 2023
Review Cycle: Annually

Person Responsible: Headteacher- Elizabeth Duffell

EDI Link Governor: Jessica Colson

VERSION CONTROL			
Version	Date	Author	Changes
2022	Summer 2022	E. Duffell	
2023	Summer 2023	E. Duffell J. Colson V.Cobb	-School vision and values -Added the equality objectives
2025	Summer 2025	M.Tomlinson	Removal of school breakdown due to high mobility since the generation of policy

School Context

St Peter's Cross Keys C of E Primary Academy is part of the Southwell and Nottinghamshire Multi-Academy Trust (SNMAT). As a church school we believe in the dignity and worth of all members of our school-community. Our school aims to treat everyone fairly and with respect. This involves providing access and opportunities for all pupils and staff without discrimination of any kind. We aim to — promote equity, equality, diversity and inclusion to prepare them to become responsible global citizens.

We strive in all aspects of our work to promote a greater awareness, understanding and inclusion through the full and active implementation of our curriculum, including extra-curricular activities and community engagement. We intend that this policy is implemented through day to day practice and links closely to other policies including Special Educational Needs, Child Protection, Religious Education and PSHE.

We are a caring community, whose values are built on mutual trust and respect for all. We aim to promote an environment where everyone feels happy, safe and secure, which led us to recently revise our vision:

Rooted in love, we flourish and grow.

Matthew 13: 31-33 (from The Parable of the Mustard seed)

Our values:

Community Peace Hope Wisdom Dignity Joy

Statement of Intent

This policy has been developed in response to the Equality Act 2010 and to support us to:

- Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Equality Act 2010
- Advance equality of opportunity between those who have a protected characteristic and people who do not share it
- Foster good relations between people who share a protected characteristic and people who do not share it.

We understand the principles of the act and the work needed to ensure that those with protected characteristics are not discriminated against and are given equality of opportunity.

A protected characteristic under the act covers the groups listed below:

- age (for employees not for service provision),
- disability
- race
- sex (including issues of transgender)
- gender reassignment
- maternity and pregnancy
- religion and belief,
- sexual orientation
- Marriage and Civil Partnership (for employees)

In order to meet our general duties, listed above, the law requires us to carry out some specific duties to demonstrate how we meet the general duties.

These are to:

- Publish Equality Information – to demonstrate compliance with the general duty across its functions (we will not publish any information that can specifically identify any individual).
- Prepare and publish equality objectives which we will review on an annual basis
- Consult all our stakeholders in the development of our equality objectives and report on progress against our objectives on an annual basis

In order to do this effectively we will collect data related to the protected characteristics above and analyse this data to determine our focus for our equality objectives. In relation to school provision we will pay particular attention to the following functions:

- Admissions
- Attendance
- Attainment
- Exclusions
- Prejudice related incidents

Our objectives will detail how we will ensure equality is applied to the services listed above, however where we find evidence that other functions have a significant impact on any particular group we will include work in this area.

We also recognise that our work on equality is central to the successful promotion of fundamental British values, especially in relation to the values of respect and

tolerance and the rule of law. We will therefore ensure that our curriculum helps to prepare pupils for life in modern Britain and that we work proactively to address all forms of prejudice and discrimination, including derogatory and discriminatory language.

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.

In fulfilling our legal obligations we will:

- Recognise and respect diversity
- Foster positive attitudes and relationships, and a shared sense of belonging
- Observe good equality practice, including staff recruitment, retention and development
- Aim to reduce and remove existing inequalities and barriers
- Consult and involve widely
- Strive to ensure that society will benefit

How we will fulfil our duty:

1. The Curriculum, Teaching and Learning

As a school, we strive to ensure that equality and diversity is as embedded in all areas of the curriculum and that pupils will be given opportunities to explore prejudice and discrimination; to positively explore difference in relation to race/ethnicity, religion/belief, gender, disability etc; and that a range of protected characteristics are represented in different ways e.g. through texts and significant individuals. The governors of the school will keep each subject area under review, ensuring that resource materials reflect both the diversity of the school, local community and wider society as a whole. Attainment and achievement data will be collected using our FFT tracking system and this will be used to inform planning and provision to support individuals and groups of pupils. Pupils with additional needs such as EAL, SEN will be tracked as specific groups and assessment materials will be screened for cultural bias.

2. Addressing Prejudice and Discrimination

St. Peter's Cross Keys C of E Academy has a legal obligation to eliminate discrimination and harassment and victimisation, as well as the duty to foster positive relations between groups and individuals.

As a school, we take our obligations seriously and once aware of them, deal with such incidents immediately. For more information, please refer to our anti-bullying policy. Information about the number, type and seriousness of such incidents, will be reported regularly to the governing body through the Head Teacher report. Staff are trained to deal with such incidents and this training will be refreshed on an annual basis. Further information

3. Roles and Responsibilities

School Community	Responsibility
Governing Body	Involving and engaging the whole school community in identifying and understanding equality barriers and in the setting of objectives to address these. Monitoring progress towards achieving equality objectives. Publishing data and publishing equality objectives. Ensuring that staff have access to appropriate training and resources.
Head Teacher	As above including: Promoting key messages to staff, parents and pupils about equality and what is expected of them and can be expected from the school in carrying out its day-to-day duties. Ensuring that all school community receives adequate training to meet the need of delivering equality, including pupil awareness. Ensure that all staff are aware of their responsibility to record, report and respond appropriately to prejudice related incidents.
Senior Management Team	To support the Head. Design and deliver an inclusive curriculum. Ensure fair treatment and access to services and opportunities. Ensure that all staff are aware of their responsibility to record, report and respond appropriately to prejudice related incidents. Support colleagues within the school community.
Teaching Staff	Uphold the commitment made to pupils and parents/carers on how they can be expected to be treated. Design and deliver an inclusive curriculum. Ensure that they are aware of their responsibility to record, report and respond appropriately to prejudice related incidents.
Non -Teaching Staff	Support the school and the governing body in delivering a fair and equitable service to all stakeholders. Uphold the commitment made by the head teacher on how pupils and parents/carers can be expected to be treated. Ensure that they are aware of their responsibility to record, report and respond appropriately to prejudice related incidents.
Parents/Carers	Take an active part in identifying barriers for the school community and in informing the governing body of actions that can be taken to eradicate these. Take an active role in supporting and challenging the school to achieve the commitment given to the school community in tackling inequality and achieving equality of opportunity for all.

School Community	Responsibility
Pupils	Supporting the school to achieve the commitment made to tackling inequality. Uphold the commitment made by the head teacher on how pupils and parents/carers, staff and the wider school community can be expected to be treated.
Local Community Members	Take an active part in identifying barriers for the school community and in informing the governing body of actions that can be taken to eradicate these. Take an active role in supporting and challenging the school to achieve the commitment made to the school community in tackling inequality and achieving equality of opportunity for all.

4. Information and Resources

St. Peter's Cross Keys C of E Academy will ensure that the content of this policy is known by all stakeholders, including governors, staff, parents/carers, and pupils and the opportunities provided for each stakeholder group to actively engage with the development of, implementation of, and monitoring and evaluation of this policy and all related activity. Support is available through the Nottinghamshire Tackling Emerging Threats to Children and Schools Health Hub.

Relevant equality information as specified under the specific duty on public bodies in the Equality Act 2010 will be collected and published. Such examples might include (broken down by protected characteristics) profile of pupils on roll; attainment data; attendance data; exclusions data; hate incidents etc and this information will be used to inform our developing practice and the setting of equality objectives.

5. Staff Development and Training

Training is undertaken by all staff and reviewed on an annual basis. New and temporary staff will be made aware of the school's policy and practices in relation to equality, and the support that will be provided to meet their training needs.

6. Breaches of this Policy

Any concerns/complaints about the implementation of the policy or any infringement of it will be dealt with appropriately. A copy of the school complaints policy is available from the school office.

7. Monitoring and Evaluation

The impact of this policy will be measured and reviewed on an annual basis. Both quantitative and qualitative data will be collected and analysed and will be used to adapt the policy and actions if required. Stakeholders will be engaged with the process of evaluation through parent and pupil questionnaires and governing body meetings.

Our equality objectives

- To ensure that staff understand the school procedure for dealing with prejudice-based incidents.
- Monitor and analyse pupil achievement by gender, disability and those entitled to pupil premium (PP) and those who are not by identifying and responding to any trends of pattern for pupils who require additional support in order to raise attainment in core subjects for vulnerable learners.
- To ensure that the curriculum explores and celebrates diversity and promotes understanding of differences.

DATE OF APPROVAL BY GOVERNING BODY: November 2023

Next Review: Summer 2024