Jarrow Cross Church of England Primary School

"Encourage one another and build each other up."

(Thessalonians 5:11)

Public Sector Equality Duty			
Reviewed By	Susan McBeth	Authorised by	Governing Body
Last Review	2024	Date	September 2024
Next Review	September 2027	Review Cycle	3 yearly

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Ethos and Values Statement

1 Thessalonians 5.11 "Encourage one another and build each other up"

Our school vision is easy to understand as it builds upon the above biblical teaching. Instead of being disappointed or giving up when things get tough, we should give each other the motivation and encouragement to remind one another that a better day lies ahead. At Jarrow Cross our Motto of "Value in Everyone" clearly reinforces the teachings of Paul and permeates school life, we believe that every child is entitled to enjoy their childhood, celebrate their individuality and be the best that God made them to be.

Mission Statement

Sitting below our vision lies our school Mission Statement

Jarrow Cross Church of England Primary School provides a caring Christian environment where EVERYONE is welcome and given the opportunity to develop their full potential.

This statement represents what we want our children to experience in every aspect of their life at Jarrow Cross

Core Christian Values

Our Mission Statement is underpinned by our school values of Trust, Honesty, Friendship and Forgiveness. Our values were chosen by the children of Jarrow Cross.

Through our values we remember how Moses both put his trust in God during times of hardship,

Exodus 3:13 "Behold, I am going to the sons of Israel, and I will say to them, 'The God of your fathers has sent me to you.'

how Jesus taught his followers to be honest in their speech and to keep their promises,

1 John 5:20 And we know that the Son of God has come, and has given us understanding so that we may know Him who is true;

the friendship between David and Jonathan which was severely tested ,

1 Samuel 42 Jonathan said to David, "Go in peace, for we have sworn friendship with each other in the name of the Lord"

and how Joseph forgave his brothers and the many stories such as The Prodigal Son in which Jesus taught us to forgive one another.

5 Luke 11:32 But we had to celebrate and be glad, because this brother of yours was dead and is alive again; he was lost and is found.'"

Aims

Our school aims to meet its obligations under the public sector equality duty by having due regard to the need to:

- Eliminate discrimination and other conduct that is prohibited by the Equality Act 2010
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it
- Foster good relations across all characteristics – between people who share a protected characteristic and people who do not share it

3. Legislation and guidance

This document meets the requirements under the following legislation:

- The Equality Act 2010, which introduced the public sector equality duty and protects people from discrimination
- The Equality Act 2010 (Specific Duties) Regulations 2011, which require schools to publish information to demonstrate how they are complying with the public sector equality duty and to publish equality objectives

This document is also based on Department for Education (DfE) guidance: The Equality Act 2010 and schools.

Roles of stakeholders

1. The Governing Board will:

- Ensure that the equality information and objectives as set out in this statement are published and communicated throughout the school, including to staff, pupils and

parents, and that they are reviewed and updated at least once every four years

• Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the Headteacher.

The Headteacher will:

• Promote knowledge and understanding of the equality objectives amongst staff and pupils

• Monitor success in achieving the objectives and report back to governors

3. The designated member of staff for equality (Katie Elcoate) will:

• Support the Headteacher in promoting knowledge and understanding of the equality objectives amongst staff and pupils

• Support the Headteacher in identifying any staff training needs, and deliver training as necessary

4. School staff will:

• Have regard to this document and to work to achieve the objectives as set out within it.

Eliminating discrimination

The school is aware of its obligations under the Equality Act 2010 and complies with non-discrimination provisions. Where relevant, our policies include reference to the importance of avoiding discrimination and other prohibited conduct. Staff and governors are regularly reminded of their responsibilities under the Equality Act.

All staff receive refresher training through staff meetings and training from the Local Authority Equality Lead – Chrissy Hardy. The school has a designated member of staff for monitoring equality issues. They regularly liaise regarding any issues and make senior leaders and governors aware of these as appropriate.

Advancing equality of opportunity

As set out in the DfE guidance on the Equality Act, the school aims to advance equality of opportunity by:

- Removing or minimising disadvantages suffered by people which are connected to a particular characteristic they have (e.g. pupils with disabilities, or gay pupils who are being subjected to homophobic bullying)

- Taking steps to meet the particular needs of people who have a particular characteristic (e.g. enabling Muslim pupils to pray at prescribed times)

- Encouraging people who have a particular characteristic to participate fully in any activities (e.g. encouraging all pupils to be involved in the full range of school societies)

In fulfilling this aspect of the duty, the school will:

- Publish attainment data each academic year showing how pupils with different characteristics are performing

- Analyse the above data to determine strengths and areas for improvement, implement actions in response and publish this information

- Make evidence available identifying improvements for specific groups (e.g. declines in incidents of homophobic or racial bullying)

- Publish further data about any issues associated with particular protected characteristics, identifying any issues which could affect our own pupils

Fostering good relations

The school aims to foster good relations between those who share a protected characteristic and those who do not share it by:

- Promoting tolerance, respect, friendship and understanding of a range of religions and cultures through different aspects of our curriculum. This includes teaching in RE, citizenship and personal, social, health and economic (PSHE) education, but also activities in other curriculum areas. For example, as part of teaching and learning in English/reading, pupils will be introduced to literature from a range of cultures.

- Holding assemblies and workshops dealing with relevant issues. Pupils will be encouraged to take a lead in such assemblies and we will also invite external speakers to contribute

- Working with our local community. This includes inviting leaders of local faith groups to speak at assemblies, and organising school trips and activities based

around the local community

• Encouraging and implementing initiatives to deal with tensions between different groups of pupils within the school. All pupils are encouraged to participate in the school's activities, such as sports clubs.

• We have developed links with people and groups who have specialist knowledge about particular characteristics, which helps inform and develop our approach.

Equality considerations in decision-making

The school ensures it has due regard to equality considerations whenever significant decisions are made. The school always considers the impact of significant decisions on particular groups. For example, when a school trip or activity is being planned, the school considers whether the trip:

• Cuts across any religious holidays

• Is accessible to pupils with disabilities

• Has equivalent facilities for boys and girls

Equality objectives

Objective 1: *To conduct a pupil voice survey around equality and diversity.*

Objective 2: *To ensure our school curriculum promotes inclusivity in our school community.*

Objective 3: To provide curriculum enhancement opportunities which improve pupils understanding and application of equality and diversity

Approved by Governing Body
September 2024