



Durham &
Newcastle
Diocesan
Learning
Trust



Stanhope Barrington CofE Primary School

Equality Information and Equality Objectives

Policy Agreed by Academy Council
Review Date by Academy Council

March 2022
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1. Vision Statement:

A place where our children, adults and community can grow and thrive rooted in Kindness, Fellowship and Confidence.

At the heart of our vision is our commitment to ensure our school is a place where our children can develop and thrive academically, socially, culturally and spiritually. Putting the individual child at the centre of everything we do is central to our culture and our decision making.

2. Equal Opportunities Statement

This document describes how our school fulfils its responsibilities under the Public Sector Equality Duty and sets out our school's equality objectives. The school's general duties with regard to equality are:

- Eliminating discrimination
- Fostering Good Relationships
- Advancing equality of opportunity

We will not discriminate against, harass or victimise any member of staff, child, prospective child, parent/carer or other member of our school community because of their:

- Sex
- Age
- Race
- Disability
- Religion or belief
- Sexual orientation
- Gender reassignment
- Pregnancy or maternity
- Marriage civil partnership

We aim to promote children's spiritual, moral, social and cultural development with special emphasis on promoting equality and diversity and eradicating prejudicial incidents for children and staff. Our school is

committed to not only eliminating discrimination but also increasing understanding and appreciation of diversity. As a small rural school with a predominantly monoculture, ensuring our children are prepared for life in the wider world is fundamental to our culture and ethos.

3. Aims to eradicate discrimination

We believe that a greater level of success from children and staff across the school can be achieved by realising the uniqueness of all God's children. Creating an inclusive environment where individuals feel confident and at ease is a commitment of the school and wider Trust. This environment will be achieved in line with our vision and by:

- Being respectful
- Always treating members fairly (including children, staff, parents/carers, visitors and our wider school community)
- Developing an understanding of diversity and inclusion and the benefits it can have
- Adopting an inclusive attitude and ensuring that our school community understands what inclusive behaviour looks like in our school and how this aligns with our vision and values
- Ensuring we adopt an inclusive curriculum that is accessible to all
- Encouraging compassion and open-mindedness
- Challenging bias and calling it out in order to move the conversation forward
- Teaching our children how social action against injustice can create change

4. Dealing with prejudice and celebrating diversity

We do not tolerate any form of prejudice-related incident in school. Whether direct or indirect, we will treat any form of discrimination with the utmost severity. When an incident is reported it will be investigated, appropriate action taken and a resolution will be put into place which is both fair and firm.

Our school will ensure that our children are taught to be:

- Proud of who they are

- Understanding of others
- Celebratory of diversity
- Eager to reach their full potential
- Inclusive
- Aware of what constitutes discriminatory behaviour
- How to seek support and report any incidents of discriminatory behaviour

In line with the Equal Opportunities Policy in the Staff Handbook, our team will not:

- Discriminate against any member of the school community
- Treat other members of the school community unfairly

In line with the Equal Opportunities Policy in the Staff Handbook, our team will:

- Promote diversity and equality
- Encourage and adopt an inclusive attitude
- Lead by example
- Seek training if they need to improve their knowledge of a particular area

Throughout the year, our school will provide a variety of opportunities to celebrate diversity, including:

- Planning activities for key diversity awareness days
- Inviting guest speakers to talk to children about diversity
- Incorporating lessons about diversity into the curriculum

5. Equality and Dignity in the Workplace

In line with the Equal Opportunities Policy in the Staff Handbook, we do not discriminate against the staff with regard to their:

- Age
- Disability
- Gender reassignment
- Marital or civil partnership status
- Pregnancy or maternity
- Race

- Religion or belief
- Sex
- Sexual Orientation

Equality of opportunity and non-discrimination extends to the treatment of all members of the school community and our Stanhope Barrington family. All staff members are obliged to act in accordance with the school's various policies relating to equality, including those in the staff handbook.

6. Closing Statement

Prejudice is not tolerated and we are continuously working towards a more accepting and respectful environment for our Trust and school communities.

The DNDLT (Durham and Newcastle Diocesan Learning Trust) Staff Handbook contains the Trust wide Equal Opportunities Policy and each school's equality objectives further outline each school's policies regarding equality.

7. Monitoring and Review

Monitoring of our equality objectives is carried out through normal monitoring procedures, Learning walks by the Senior Leadership Team, through assessment of our Character Development Lessons and through our School and SIAMS Self-Evaluation process.

Our equality objectives are reviewed annually by our Academy Council.