Love *Generosity* *Compassion* *Courage* *Forgiveness* *Friendship* *Respect*

Faith Primary Academy

Equalities Policy

Our school vision is inspired by the bible verse Ephesians 5: 8-9:
For you were once darkness, but now you are light in the Lord. Live as children of light.

Faith Primary is a joint Catholic and Church of England Academy. Guided by our Christian ethos we are here to serve the community, helping the children and all involved in the school to reach their full potential in a safe and happy environment.

"Loving and Learning in the Light of the Lord"

Love *Generosity* *Compassion* *Courage* *Forgiveness* *Friendship* *Respect*

Reviewed: **September 2025** Review date: **September 2027**

Faith Primary Academy

Loving and Learning in the light of the Lord

At Faith Primary Academy we understand that the Equality Act 2010 combines and builds upon the existing legislation covering discrimination and promotion of equality of opportunity.

We recognise that this Act brings together into one Act those areas now known as 'protected characteristics' that qualify for protection from discrimination such as age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

We believe that everyone has the right to be treated with dignity and respect. We are opposed to any direct or indirect discrimination against individuals or groups whatever their age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation.

We all have a responsibility to ensure equality permeates in to all aspects of school life and that everyone is treated equally irrespective of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation. We want everyone connected with this school to feel safe, secure, valued and of equal worth.

We have high expectations of all pupils and we aim to provide them with every opportunity to succeed by providing the highest standards of teaching and learning.

We do not tolerate any member of the school personnel or others connected with the school being victimised, harassed or bullied by another based on assumptions about their status in the afore mentioned categories or on any other grounds. We will take swift and decisive measures when addressing any such form of bullying or harassment. Also, we will not discriminate against anyone because of their political affiliation.

We wish to work closely with the School Council and to hear their views and opinions as we acknowledge and support Article 12 of the United Nations Convention on the Rights of the Child that children should be encouraged to form and to express their views.

We publish our equalities objectives on the school website and review them annually.

Our Equalities Objectives

- To provide a curriculum which promotes the whole school ethos of inclusion and equality for the whole school community;
- To ensure that all children have equal access to the curriculum and are able to achieve the best possible outcomes;
- To provide a quality learning experience for each child in which all adults actively promote equality, inclusion and a celebration of diversity.
- To protect the well-being of all pupils by challenging any non-inclusive views held by anyone within the school and wider community.

Roles and Responsibilities

The Local Academy Council

The Local Academy Council has:

- Delegated powers and responsibilities to the Headteacher to ensure that this policy is embedded into the culture of the school;
- Responsibility for ensuring that the school complies with all equalities legislation;
- Nominated a designated Equalities academy councillor to ensure that appropriate action will be taken to deal with all prejudice related incidents or incidents which are a breach of this policy;
- Engage with training for councillors in order to ensure that all governors are aware of their legal responsibilities under equality legislation;
- Responsibility for the effective implementation, monitoring and evaluation of this policy

Role of the Headteacher and Senior Leadership Team

The Headteacher and the Senior Leadership Team will:

- Ensure that this policy is embedded into the culture of the school;
- Publish the equalities objectives of the school;
- Ensure a Disability Equality Scheme and Access Plan are in place and are updated every three years;
- Ensure all school personnel, pupils and parents are aware of and comply with this policy;

- Work closely with the link governor;
- Provide leadership and vision in respect of equality inclusion and community cohesion;
- Recording and dealing with incidents of racism, bullying and other inappropriate behaviour;
- Seeking advice from appropriate agencies in order to ensure that this policy is kept up to date;
- Ensure equal opportunities is covered in the school improvement plan, in all subject policies and curriculum plans;
- Regularly reporting to the Governing Body on the standards achieved by different groups within the school;
- Provide guidance, support and training to all staff;
- Monitor the effectiveness of this policy;
- Monitor the school environment to ensure that there are adequate examples of positive images and resources associated with race, religion, disability, gender and sexuality.

Role of school staff

School staff will:

- Adhere to this policy and be fully committed to the school ethos;
- Report and deal with all incidents of discriminatory behaviour and unequal treatment to the Senior Leadership Team;
- Tackle all forms of bullying immediately and in an age appropriate way;
- Provide a stimulating, relevant and exciting curriculum and use a variety of teaching methods to ensure effective learning takes place for all pupils;
- promote equality through curriculum planning and delivery, classroom organisation, reinforcing the school ethos and being a role model of inclusive practice;
- Attend appropriate training sessions;

Recruitment process

We are an Equal Opportunities employer and we adhere to the principles of equal opportunity in all aspects of the recruitment process.

We welcome applications for vacant posts from appropriately qualified persons regardless of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

Complaints

The complaints procedures will be used to deal with any discriminatory complaint from any member of the school personnel.

Any case of harassment will be dealt with by the school's disciplinary procedure.

Recording incidents of discrimination

The inclusion manager will maintain record logs of incidents involving bullying that takes place both face-to-face and online. Logs will detail the form of bullying that takes place and the nature of the discrimination. School will then target appropriate intervention in order to tackle any discriminatory views that need to be challenged. The number and frequency of incidents will be reported to the governing body on a termly basis.

Tackling discrimination

Faith Primary Academy is fully committed to inclusion and to celebrating diversity. Our whole school ethos of care, courtesy and concern to all is used in discussions with our pupils regularly and they learn about diversity and how to include others in all that we do as a school community. Our PSHE curriculum delivers high quality teaching and learning about a range of current societal issues and strong messages around inclusion, celebrating diversity and tackling discrimination of all kinds.

We are aware that there are support services offered through Liverpool City Council through Bully Busters and Ethnic Minority and Traveller Education Service (EMTAS). We involve services such as this to promote inclusion and diversity throughout the school year as part of a planning curriculum.

Role of parents/carers

Parents/carers will:

- be aware of and comply with this policy;
- support the school's ethos of equal opportunity, celebrating diversity and inclusion;

Raising awareness of this policy

We will raise awareness of this policy via:

- The school website;
- The use of social media;
- Communications with home such as weekly newsletters and of end of half term newsletters;
- Reports such annual report to parents and Headteacher reports to the Governing Body;
- Displays for all stakeholders;
- Reinforcing our ethos at any given opportunity when in discussions with parents/carers;
- Assemblies;

Training

We ensure all school personnel have equal chances of training, career development and promotion.

Periodic training will be organised for all school personnel so that they are kept up to date with new information and guide lines concerning equal opportunities.

Equality Impact Assessment

Under the Equality Act 2010 we have a duty not to discriminate against people on the basis of their age, disability, gender, gender identity, pregnancy or maternity, race, religion or belief and sexual orientation.

This policy has been equality impact assessed and we believe that it is in line with the Equality Act 2010 as it is fair, it does not prioritise or disadvantage any pupil and it helps to promote equality at this school.

Monitoring this policy

The practical application of this policy will be reviewed annually or when the need arises.

Effectiveness of the policy is demonstrated through the termly inclusion report to governors which includes details about any instances of discriminatory behaviour.