



Approved by Personnel: 1<sup>st</sup> July 2025

Next Review: Autumn 2027

**St Andrew's CE Primary School**

**Much Hadham**



**'Life in All Its Fullness – Come and See' John 10:10,1:39**



# **School Equality Duty**

Summer 2025

# Vision and Values

*'Life in All Its Fullness – Come and See' John 10:10, 1:39*

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## Our equality vision and the values that underpin school life

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The School acknowledges and welcomes diversity among pupils, staff and visitors.

- At St Andrew's School we do not discriminate against anyone, be they staff, pupil, visitor or parent, on the grounds of any protected characteristic (see below). This is in line with the Equality Act 2010.
- We promote the principles of fairness and justice for all through the education we provide in school.
- We ensure that all pupils have equal access to the full range of educational opportunities provided by the school.
- We constantly strive to remove any forms of indirect discrimination that may form barriers to learning.
- We ensure that all recruitment, employment, promotion and training systems are fair to all, and provide opportunities for everyone to achieve.
- We challenge stereotyping and prejudice when it occurs.
- We celebrate the cultural diversity of our community and show respect for all minority groups.
- Through positive educational experiences and support for each individual's point of view, we aim to promote positive social attitudes and respect for all.

## Our Mission Statement

We are an inclusive community where each child knows they are loved and valued for who they really are and can grow to their full potential within the love of God.

## Our Golden Rules

To:

- Be kind and work hard.

## Our Vision

*'Life in All Its Fullness – Come and See' John 10:10,1:39*

- To provide a nurturing Christian environment where our children can grow in confidence and achieve their very best.
- To offer a creative and enriching curriculum which excites our children and encourages them to have a lifelong love of learning.
- To encourage our children to respect and demonstrate compassion for each other and learn the power of forgiveness.
- To ensure our children know they are valued, are able to grow in the love of God and learn about the importance of all faiths and respect for their future lives.

We recognise that these aims will be achieved only through full co-operation between Governors, Staff, Pupils and Parents. We therefore place great emphasis on home/school liaison and we welcome the involvement and participation of parents in the life of the school. We believe this to be a key factor in motivating children to do well.

## Protected Characteristics

The Equality Act 2010 protects pupils from discrimination and harassment based on protected characteristics. The protected characteristics for school provisions are:

- Age (for staff only)
- Disability
- Sex
- Gender reassignment
- Pregnancy, maternity and breast feeding
- Ethnicity and race
- Religion and belief
- Sexual orientation
- Marriage and civil partnership

## Guiding principles for St Andrew's School

Our approach to equality is based on the following principles:

Principle 1: All learners are of equal value

Principle 2: We recognise and respect difference – understand that diversity is a strength

Principle 3: We foster positive attitudes and relationships, and a shared sense of cohesion and belonging

Principle 4: We observe good equality practice in staff recruitment, retention and development

Principle 5: Society as a whole should benefit by fostering greater social cohesion, and greater participation in public life

Principle 6: We base our practices on sound evidence

Principle 7: Objectives - we formulate and publish specific and measurable objectives, based on the evidence we have collected in our Equality Objectives Action Plan. The Equality Duty is published on the school website.

We keep our equality objectives under review and report regularly at Governing Body meetings on progress towards achieving them.

## Legal Background

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### The duties that underpin our scheme

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Our school is committed to meeting its public sector statutory duties as detailed below. We understand that the duties apply to service delivery and employment and staff management as well as policy development and implementation.

#### General Duty under the Equality Act 2010:

The purpose of this policy is to set out how our practice and policies have due regard to the need to:

- **Eliminate discrimination**, harassment, victimisation and any other conduct that is prohibited by or under this Act.
- **Advance equality of opportunity** between persons who share a relevant protected characteristic and persons who do not share it
- **Foster good relations** between persons who share a relevant protected characteristic and persons who do not share it.

## **The Specific Duties of the Act enable schools to meet their obligations under the Public Sector Equality Duty (PSED)**

The specific duties require schools to:

- Publish annually information quantitative and qualitative, showing compliance with the public sector equality duty (PSED) set out in clause 149 of the Equality Act 2010.
- To review and set one or more specific measurable equality objectives that furthers the aims of the equality duty. (See Section 7)

## **Roles and Responsibilities and Publish Information**

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### **Chain of accountability**

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The Governing Body, supported by the Headteacher and staff, is responsible for ensuring the implementation of this duty.

### **Commitment to implementation**

The Headteacher, Caroline Dimond, retains overall responsibility for ensuring that the duty and its Action Plan are delivered effectively.

Key staff (any member of staff involved in implementing an objective) will regularly report to the Headteacher on actions and progress.

As required at every main Governing Body meeting there will be a report on equality and diversity. The Action Plan should inform the School Improvement Plan.

All staff are responsible for delivering the duty both as employees and as it relates to their area of work.

### **Commitment to review**

The School Equality Duty will be aligned with the School Improvement Plan. Its implementation will be monitored.

The basic principle underlying the new specific duties is that of 'transparency' which ensures that we fulfil the aims of the Equality Duty to eliminate discrimination, advance equality of opportunity and foster good relations between different groups. Transparency means being open about the information on which we base our decisions, on what to publish and how.

At St Andrew's School equality information will be available on the school website.

### **Commitment to action**

#### **Governors will:**

- Provide leadership and drive for the development and regular review of the School Equality Duty and other related policies
- Provide appropriate role models for all staff and pupils
- Congratulate examples of good practice within school and among individual staff and pupils
- Ensure a consistent response to incidents, e.g. alleged cases of bullying behaviour and alleged racist incidents
- Ensure that the school carries out the letter and the spirit of the statutory duties (and ensure the provision of 'returns' to the local authority).
- Contribute to the implementation of the School Equality Duty.
- Behave with respect and fairness to all colleagues, pupils and their parents, carrying out the letter and spirit of the School Equality Duty

**Governors will:**

- Provide a consistent response to incidents, e.g. alleged cases of bullying behaviour and alleged racist incidents

**Headteacher and Deputy Headteacher will:**

- Initiate and oversee the development and regular review of the School Equality Duty and procedures
- Ensure the effective communication of the Duty and procedures to all pupils, staff and stakeholders
- Ensure that all staff are trained as necessary to carry out the Duty
- Oversee the effective implementation of the Duty
- Hold staff accountable for effective policy implementation
- Provide appropriate role models for all staff and pupils
- Highlight good practice and promote it throughout the school and wider community
- Provide mechanisms for the sharing of good practice
- Ensure a consistent response to incidents, e.g. alleged cases of bullying behaviour and alleged racist incidents
- Ensure that the school carries out its statutory duties effectively.

**Teaching Staff will:**

- Respond to consultation requests by creating opportunities for pupils and staff to share their comments, suggestions and feedback, ensuring that all voices are heard.
- Implement the school's equality duty, holding all staff accountable for their behaviour and providing support and guidance as necessary
- Use informal and formal procedures as necessary to deal with 'difficult' situations
- Behave in accordance with the school's policies, leading by example
- Respond appropriately to the behaviour of pupils and staff, as a whole, and individuals (praising/challenging as necessary)
- Contribute to managing the implementation of the School Equality Duty.

**All staff: teaching and non-teaching will:**

- Contribute to consultations and reviews
- Raise issues with line managers which could contribute to policy review and development
- Maintain awareness of the school's current Equality Duty and procedures
- Implement the Duty as it applies to staff and pupils
- Behave with respect and fairness to all colleagues, pupils and their parents, carrying out the letter and spirit of the School Equality Duty
- Provide a consistent response to incidents, e.g. alleged cases of bullying behaviour and alleged racist incidents

**All Pupils will:**

- Take responsibility for themselves and others
- Treat each other with respect
- Feel valued
- Speak out if they witness or are subject to any inappropriate language or behaviour.

**All Parents/carers will:**

- Agree to adhere to our commitment to equality.

## Using information

On reviewing our equality objectives action plan annually (see end of document) we will assess the impact on our vulnerable groups. Where negative impacts are identified we then take steps to deal with this.

Incidents of harassment, and bullying, including those related to homophobia, racism, disability and gender are rare at St Andrew's. However, if they occur we carefully record all the information relating to the alleged incident.

**Looking at the impact of the School Equality Duty by protected characteristics and vulnerable groups, we consider:**

- Attainment levels
- Progress data
- Attendance levels
- Attendance at extended school activities/extra-curricular activities
- Participation in school sports teams and performances
- Complaints of alleged bullying behaviour and harassment
- Complaints of alleged racism/sexism/homophobia/etc....
- CPOMS incidents

We value more qualitative information which may be given to us through a variety of mechanisms. We conduct pupil voice activities across the whole school.

Actions required/highlighted from the above will be prioritised over the two year life span of our Equality Duty and will be included in the Equality Objectives Action Plan.

## **Our School's Equality Objectives**

**Achievements to date:**

**We are a No Outsiders school.** The No Outsiders program uses age appropriate story books to explore 7 of the protected characteristics of the Equality Act 2010.

**Gender**

Monitoring of pupil gender equality is applied to raise standards and ensure that any potential underachievement is specifically targeted. In addition, the school has, and continues to be proactive to ensure that gender stereotypes are challenged:

- participation in sports where children compete e.g. netball, cross-country, football
- provision of PSHE lessons, books and materials that teach gender equality and challenge gender stereotypes.

**Disability**

At St Andrew's we are committed to establishing equality of access for all children, their parents, staff and other users of the school and this is reflected in our school aims.

The school site is on a hillside making it a difficult place to access fully for anybody with a mobility disability. As a school we have worked very hard to make the school accessible to everybody. KS2 is a Listed Building and the majority of rooms for small group work are upstairs. However, we have made provision for small groups to work in the KS2 library and in the KS1 Hub.

We have also improved our site with:

- dedicated SENDCo
- disabled access to both school buildings
- new disabled access across school site
- 2 disabled toilets
- specific actions for pupils with specific learning difficulties - interactive screens, visual timetables
- resources for supporting children with poor fine motor skills – sloping desks trays, pencil grips, laptop
- adapted seating to support pupil with poor core stability: cushion

**Ethnicity/Race and Religion/Belief**

As a school with limited ethnic and religious diversity we recognise the challenge of expanding pupils' experience of, and insights into, cultural diversity. Therefore, we are developing the involvement of

representatives of minority ethnic communities and diverse cultures and faiths in the school and across the curriculum

- Improving our provision of a variety of teaching and children's resources available in the school e.g. toys, books, software eg
- Developing links with visitors and organisations representing other cultures
- Effective use of the Emmanuel Project scheme of work for religious education
- Displays and SMSC folders which demonstrate and exemplify curriculum opportunities for SMSC.

### **Community Cohesion**

- At St Andrew's we endeavour to strengthen links with our local community through close relationships with St Andrew's Church. The Priest in Charge of St Andrew's visits school at least fortnightly to hold Collective Worship.
- Pupil initiated fundraising e.g. Children in Need, NSPCC, British Legion poppy appeal, Bishop of St Albans harvest appeal, Friends' of St Andrew's
- Links with local secondary schools e.g. Birchwood Sports Partnership, links with local primary schools, Headteachers' consortium and music festivals
- Joint INSET sessions with local schools e.g. Envision
- Parent Forum
- Pupil Parliament.



# St Andrew's Church of England Primary School, Much Hadham

## Equality Objectives Action Plan Summer 2025



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Equality Objectives	Protected Characteristic	General Duty	Responsibility	Measurable success Indicator	Timing	Review date
To ensure that attendance of all vulnerable groups reflects the school average attendance	Vulnerable groups	Advance equality of opportunity	LS, HR, CD	School average attendance % are the same for all groups	Termly	Termly
To monitor attainment of vulnerable groups (PPG, SEND, Summer born, low attendance) in Maths and English.	Vulnerable groups	Advance equality of opportunity	CD/JS All class teachers	There are no differences in attainment due to these vulnerable groupings That where there are differences, strategies are implemented to support gender group	Termly  Half termly inclusion review (as below)	Termly
To incorporate adaptive teaching techniques across all classes dependent on the needs of the cohort	All	Advance equality of opportunity	All class teachers	All children meet their full personal and academic potential	All the time	Termly at PAP meetings
To maintain high standards of behaviour for learning across the school	All	Advance equality of opportunity	All staff	A positive working environment for all is maintained	All the time	Regular HT monitoring across school, staff meeting updates