



# Bishop Martin CE Primary School

## Equality and Diversity Policy and Objectives

Review Date: September 2019

Bishop Martin CE Primary School is an inclusive school. We are committed to ensuring equality of education and opportunity for all pupils, staff, parents and carers receiving services from the school, irrespective of race, gender, disability, faith, religion or socio-economic group and recognising the protected characteristics in the Equality Act. Working in partnership with parents, we provide a happy, stimulating environment rooted in Christian values. All are cared for and nurtured spiritually, morally, intellectually, physically, socially and emotionally.

**Click on a policy to read our:**

[Equality and Diversity Policy 2019](#)

[Behaviour Policy 2019](#)

[Anti-Bullying Policy 2019](#)

[Accessibility Plan 2019](#)

[Staff Pay Policy 2019](#)

All other policies are under **Key Information – Policies** on our website.

**Under the Equality Act 2010, we welcome our general duty to**

- **Eliminate unlawful discrimination, harassment and victimisation** and any other conduct 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** between people who share a protected characteristic and people who do not share it.

**We recognise our specific duties which aims to assist us to meet our general duty -**

- To annually publish information on how we are complying with the Equality Duty including to publish information on our school population.
- To publish equality objectives every four years, which show how we plan to tackle particular inequalities and reduce or remove them

## **Our School Population**

At Bishop Martin CE Primary School, we believe that diversity is a strength which should be respected and celebrated by all those who learn, teach and visit here. Our school is a Church of England (Controlled) Primary School, however we welcome children from all backgrounds, abilities, races and religions.

Our school population evidences the inclusive nature of our school.

Our school is growing and in September 2019 we have 212 pupils on roll. 120 of our pupils are boys and 92 are girls.

Our population consists of children from White British, Chinese, Indian, White and any other ethnic group, White and black African, White and Asian, other Black African, White other ethnicities.

We have 7 languages spoken at home, these include Turkish, Chinese, Serbian, Igbo, Greek, Tamil, Thai and Russian.

Although the majority of our pupils are from a Church of England background we also have pupils who are Catholic, Christian, Church of England, Methodist, No Religion or Other Religion

We have children who are on the Autistic Spectrum, children who have been assessed as dyslexic and children who have ADHD, or visual and hearing impairments.

Our school has 9% (19) children who are entitled to Pupil Premium, including FSM, Ever 6 and Post LAC.

## **Our actions to meet our Equality Duty - 2019-2020**

**Each year, we evaluate what we have achieved against the Equality Act general duty to –**

### **Eliminate unlawful discrimination, harassment and victimisation**

- Reviewed and updated
  - Equal Opportunities Policy September 2019
  - Behaviour Policy July 2019
  - Anti-Bullying Policy September 2019
- RE curriculum revised - celebrating religious differences to challenge issues of prejudice and intolerance.
- Children visited various places of worship in the year including visits to a Hindu Temple, the Anglican Cathedral, Sikh Temple, Buddhist meditation and a Mosque.
- Staff and Governor joint training on equality issues.

### **Advance equality of opportunity**

- Pupil Premium Strategy 2019-2020 formulated, identifying issues and actions to be taken to tackle disadvantage.

- Accessibility Plan updated for 2019-2020 to improve access to the building, curriculum and information for disabled pupils and adults.
- Reviewed and updated
  - Staff Pay Policy September 2019

### **Foster good relations**

- Parent's questionnaire highlighted the school as a socially, racially and religiously inclusive school. Parents noted that the school has strong links with Church and also demonstrates a wider understanding of different faiths and cultures. "Children feel part of something special – a family"
- SEND Parent meetings are held throughout the school year and all parents have access to workshops held which offer SEND support.

### **We have agreed on the following Equality Objectives for 2019 / 2020**

- To ensure our curriculum improves the knowledge, skills and attitudes of all pupils to disabilities; so that all pupils are appreciated and valued or
- To tackle prejudice and promote understanding in relation to people with disabilities
- To improve the participation and engagement of parents of children with SEND in their children's education.

Actions and timescales to achieve these objectives are detailed in our SEN School Improvement Plan and are regularly monitored and reviewed.