



St Mark's C of E Junior School

Growing together, becoming all we are created to be

Policy for Single Equality

Living our Vision

The **FACE** of St. Mark's: **F**orgive, **A**spire, **C**ompassion, **E**ngage

*We, at St. Mark's C of E Junior School, are a community of learners, we show **aspiration** in every aspect of our learning: aiming high to achieve the very best we can and actively encouraging others to do the same. Learning more about ourselves, others and our world is seen as a joy and a huge privilege.*

*Through our learning, we deepen our relationships with one another, showing **compassion** and **forgiveness** in all that we do.*

*We **engage** in our learning as we embrace challenges, learn from and with each other and celebrate the success of others which leads to the mutual flourishing of all.*

St. Mark's C of E Junior School is committed to delivering good outcomes for children and young people by providing a safe, happy and stimulating learning environment that promotes their welfare and helps them to develop socially and emotionally enabling all children to make the most of their life chances.

Accessibility Statement

St. Mark's C.E Junior School is committed to providing an environment that enables all pupils, staff, parents and visitors' access to the full curriculum and school information without discrimination of any kind regardless of their education, physical, sensory, social, moral, spiritual, emotional and cultural needs.

Aim

The policy outlines the commitment of the Staff and Governors to promote equality. This involves tackling the barriers which could lead to unequal outcomes, so that there is equality of access and the diversity within the school community is celebrated and valued.

We believe that equality at our school should permeate all aspects of school life and is the responsibility of every member of the school and wider community. Every member of the school community should feel safe, secure, valued and of equal worth. At St. Mark's C.E Junior School, equality is a key principle for treating all people the same irrespective of their gender, ethnicity, disability, age, sex, culture, socio-economic background, religious beliefs/faith tradition, sexual orientation, age, gender re-assignment, pregnancy/maternity, Marriage and Civil Partnership (for employees) or any other of the protected characteristics (Single Equalities Act 2010 & The Gender Equality Act 2020).

Monitoring and Review

The policy will be reviewed in line with the Ethos Committee's rolling programme.

We will continue to monitor the impact and success of the policy on pupils from different groups, e.g SEN, Children in Care, Minority Ethnic, EAL pupils and Free School Meals, in the following recommended areas:

- Pupils' progress and attainment

- Learning and teaching
- Behaviour discipline and exclusions
- Attendance
- Exclusions
- Admissions
- All forms of bullying
- Parental involvement
- Participation in extra-curricular and extended school activities
- Staff recruitment and retention
- Visits and visitors

Policy Commitments

Promoting Equality: Curriculum

We aim to provide all our pupils with the opportunity to succeed. To achieve this we will ensure:

- The curriculum prepares pupils for life in a diverse society and uses opportunities to reflect the background and experience of pupils and families in the school;
- There will be opportunities in the curriculum to explore concepts and issues related to identity and equality;
- The promotion of attitudes and values that celebrate and respect diversity and challenge discriminatory behaviour and language wherever it occurs;
- The use of images and materials which positively reflect a range of cultures, identities and lifestyles.

Promoting Equality: Achievement

There is a consistently high expectation of all pupils regardless of age, gender, ethnicity, ability, social background and sexual orientation.

To secure the best possible outcomes we recognise that:

- Adults in the school will be expected to provide good, positive role models in their approach to all issues relating to equality of opportunity;
- It is important to identify the particular needs of individuals and groups within the school and to use targeted interventions to narrow gaps in achievement;

- A range of teaching methods is used throughout the school to ensure that effective learning takes place at all stages for all pupils

Promoting Equality: The ethos and culture of the school

- At St. Mark's C.E Junior School, we are aware that those involved in the leadership of the school community are instrumental in demonstrating mutual respect between all members of the school community;
- We strive to achieve a feeling of openness and tolerance which welcomes everyone to the school;
- The children are encouraged to greet visitors to the school with friendliness and respect;
- The displays around the school reflect diversity across all aspects of equality.
- Reasonable adjustments will be made to ensure access for pupils, staff and visitors (including parents) with disabilities (this not only includes physical access, but takes account wider access to school information and activities);
- Reserved seating will be made available at performances or events for persons with a disability
- Provision is made to cater for the social, moral, spiritual and cultural (SMSC) needs of all children through planning of Collective Worship, classroom based and off-site activities;
- Pupils' views are actively encouraged and respected. Pupils are given an effective voice through the School Council, pupil questionnaires, pupil conferences and regular opportunities to engage with pupils about their learning and the life of the school;
- Positive role models are used throughout the school to ensure that different groups of pupils feel welcomed and included.

Promoting Equality: Staff Recruitment and Professional Development

- All those involved in recruitment and selection are aware of what they should do to avoid discrimination to ensure equality of opportunity.
- All staff have equal access to opportunities for professional development.

Promoting Equality: Countering and Challenging Harassment and Bullying

- The school counters and challenges all types of discriminatory behaviour and this is made clear to staff, pupils, parents and governors;
- The school has a clear, agreed procedure for dealing with prejudice related bullying incidents and has a nominated member of staff responsible for recording and monitoring incidents;
- The school reports to governors on a termly basis the number of prejudice related incidents recorded in the school.

Promoting Equality: Partnerships with Parents/Carers and the Wider Community

St. Mark's C.E Junior School aims to work in partnership with parents/carers. We:

- Take action to ensure all parents/carers are encouraged to participate in the life of the school;
- Maintain good channels of communication, e.g. through parent questionnaires, to ensure parents' views are captured to inform practice; Parent View (OFSTED) and by responding quickly to current concerns
- Encourage members of the local community to join in school activities and celebrations;
- Ensure that the parents/carers of newly arrived pupils are made to feel welcome.

Responsibility for the Policy

The Governing Body has responsibility for ensuring that:

- The school complies with all equalities legislation relevant to the school community;
- The school's Single Equalities Policy is maintained and updated regularly.
- The actions, procedures and strategies related to the policy are implemented;

The Headteacher and Senior Management Team has responsibility for:

- Providing leadership and vision in respect of equality;
- Overseeing the implementation of the Single Equality Policy;
- Co-ordinating the activities related to equality and evaluating impact;
- Ensuring that staff are aware of their responsibilities and are given relevant training and support;
- Taking appropriate action in response to any prejudice-related incidents.

All Staff have responsibility for:

- The implementation of the school's Single Equality Policy;
- Dealing with incidents of discrimination and knowing how to identify and challenge bias and stereotyping;
- Ensuring they do not discriminate on grounds of gender, age, ethnicity, religious beliefs/faith tradition, disability, sexual orientation, gender re-assignment, pregnancy/maternity or any other of the protected characteristics (Single Equalities Act 2010).
- Keeping up to date with equalities legislation.

Measuring the Impact of this Policy

The Single Equality Policy is monitored through Learning Walks by the Ethos Committee to ensure the environment has fair representation of the various groups that make up our diverse culture.

Review - this policy will be reviewed annually by SLT and Ethos Committee

Last Reviewed: Spring Term 2026