



**Quinton**  
Church Primary School

## Equality Information and Objectives

<b>Date</b>	<b>September 2023</b>
<b>Date for Review</b>	<b>September 2026</b>

## **Our Christian Vision at Quinton Church Primary School**

This policy is embedded in our school's vision: Fullness of life for all, through working together with the love of Christ.

At Quinton Church Primary School, we believe that everyone should have life in all its fullness. Therefore, our aim is for everyone to be part of our Christian community where everyone is happy, safe and supported, feels loved and demonstrates kindness; understands justice and shows fairness to all; and receives high quality education and is empowered to live life to the full (John 10:10).

In our diverse community life - in the classroom, playground, staff room, and the wider community- our core life is one set on the belief that we are created by and in the image of a generous, loving and creative God who has justice for all at the origin of His being. We are humans created equally by this loving God whose desire for us is to experience life in all its depth and complexity, as well as to reach our full potential.

It is because of who God is that drives our whole school to seek the development of a community that is distinctive in its Christian core. In every part of the school experience, we want everyone to be happy, safe and supported, feeling loved and valued, experiencing fairness and equality, just as God has demonstrated this to us through the living example of his son, Jesus Christ.

As a school we are inspired by the instruction in Micah 6:8 "The LORD has told us what is good. What He requires of us is this: to do what is just, to show constant love, and to live in humble fellowship with our God."

Therefore, we will aim to demonstrate and encourage a life that understands justice and shows fairness in every circumstance; shows love to all, demonstrating kindness in every way; and living in recognising God in each other and in our community.

To support our vision, we have three overarching Christian Values: Be kind, Be fair, Be thankful.

At Quinton Church Primary School we seek to value everyone, and our school is committed to equality in practice. We welcome our legal duties to eliminate discrimination, and to promote community cohesion. The Equality Act 2010 identifies protected characteristics:

The following characteristics are protected characteristics:

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation.

***Fullness of life for all, through working together with the love of Christ.***

The Equality Act 2010 required us to publish information that demonstrates that we have due regard for the need to:

- Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Equality Act 2010;
- Advance equality of opportunity between people who share a protected characteristic (race, disability, gender, gender re-assignment, age pregnancy and maternity, marital status, religion and belief and sexual orientation) and people who do not share it;
- Foster good relations between people who share a protected characteristic and people who do not share it.

The Equality Act brings together previous legislation concerned with Race, Gender and Disability and aims to ensure that:

- All adults and children treat each other with respect;
- Great effort is made so that all groups of pupils make good progress, and so that employment practice is also fair;
- Quinton Church Primary School is a school committed to producing good citizens – locally, nationally and globally.

We have considered how well we currently achieve these aims with regard to the protected groups under the Equality Act and we have also involved staff, pupils, parents and others in the following ways:

- All staff and children in school have the right to be respected, the right to learn and the right to be safe;
- Three clear levels of pastoral care in school
  - SLT Mentors
  - Teacher Mentors
  - External support
- Questionnaires to gain feedback from pupils, Parents and Carers, Governors and Staff;
- Awareness sessions open to all parents in areas such as reading, phonics, Maths, Computing, SEN and e-safety;
- Class and whole school collective worship sessions embrace a breadth of cultures;
- Termly open sessions in all year groups for parents/carers/other relatives;
- The school curriculum is designed to enable children to understand and respect diversity;
- Effective school council;
- Annually the children in each year group select a specific charity to raise money for;
- All racist incidents are recorded and reported.

### **Our Equality Objectives**

- Educate all about discrimination and prejudice and promote a harmonious environment;
- Strive for all pupils regardless of ethnicity, age, gender to achieve the highest possible standards in their learning and make good progress;
- To reduce the number of fixed term suspensions and permanent exclusions;
- Ensure that the appointment of staff is in line with equal opportunities legislation.

**How QCPS are meeting the objectives:**

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Objective	Implementation
<ul style="list-style-type: none"> <li>Educate all about discrimination and prejudice and promote a harmonious environment</li> </ul>	<p>Through weekly PSHE lessons from Jigsaw.</p> <p>Discussions during class collective worship.</p>
<ul style="list-style-type: none"> <li>Strive for all pupils regardless of ethnicity, age, gender to achieve the highest possible standards in their learning and make good progress</li> </ul>	<p>Quality First Teaching strategies that challenge.</p> <p>Training provided throughout the year to promote and provide strategies to deliver Quality First Teaching.</p>
<ul style="list-style-type: none"> <li>To reduce the number of fixed term suspensions permanent exclusions</li> </ul>	<p>Behaviour policy is adhered to with consistent approaches carried out throughout school by all staff.</p>
<ul style="list-style-type: none"> <li>Ensure that the appointment of staff is in line with equal opportunities legislation</li> </ul>	<p>Members of staff are Safer Recruitment trained, School Governors are also Safer Recruitment trained.</p> <p>Policy and procedures are adhered to and records of recruitment are up to date.</p>