



*We are a Christian school that serves a diverse community and works in partnership with parents to develop the whole child.*

## **St. Luke's CEVA Single equality plan**

Originally Adopted: Spring 2023

Next review date: Spring 2024



**At St. Luke's CEVA Primary School** we aim to create a positive, safe and secure learning environment based upon **mutual respect** and **high expectations**, so that all members of the school community can excel and enjoy a full school life. This reflects our belief that every child is a unique to God and entitled to be given every opportunity to be the best that they can be in all respects.

### **Our aims:**

**To create positive relationships** through mutual respect and restorative justice.

**Following the example of Jesus we aim to follow our Core Christian Values (CCV) of Compassion, Forgiveness, Respect, Perseverance and Trust because;**

**We use our values to:**

**Ensure we all have rights and responsibilities** and believe that everyone in the school is important and to be valued. We expect each individual to respect others, their families, their cultures and beliefs - ensuring fairness/equity of treatment for all:

**Encourage self-discipline** and a reflective mind-set, where pupils are able to recognise and manage their own behaviour and treat each other and staff with courtesy and respect,

**Lead by example.** Adults are key role-models and should at all times set a good example – being assertive, consistent, fair, approachable and willing to listen,

**Work in partnership** - to form positive relationships with parents and carers to develop a shared responsibility in the implementation of the school's policies,

**Demonstrate consistency** of response to both positive and negative behaviour,

**Challenge** all to ensure that all lessons fully engage and meet the needs and interests of all students,

**To be Proud to be at St. Luke's** - to encourage all students to take pride in their academic work, enrichment activities, representing the school in competition and in everyday appearance.

## **Aims**

*St. Luke's* is dedicated to ensuring that all members of the school community and the wider community are treated equally, fairly, and with respect by the school and by each other. This applies to the school as a place of education, a business, and an employer. Prejudice, discrimination, and victimisation are not tolerated, and we work hard to instil in our pupils a strong understanding of right and wrong, including the importance of inclusion, acceptance, and compassion towards others. The school's main priority is to provide the best education and care that we can, and establish a cooperative working relationship between home and school, so as to aid the development, progress, and needs of all the children in our care.

This plan sets out how the school will satisfy its duties under the Equality Act to eliminate all behaviour prohibited by the Equality Act 2010, to foster good relations between persons with and without protected characteristics and promote equality of opportunity regardless of whether a person has a protected characteristic (such as race, gender, transgender, disability, age, pregnancy and maternity, religion or belief and sexual orientation). The school aims to comply with this duty, in both the delivery of its services and the employment of its staff. It is created by *St. Luke's* governing body with the help of the *Headteacher* in line with the Equality Act 2010 and is the foundation of all the school's other policies – particularly the special educational needs policy, admissions policy, anti-bullying policy and the behaviour policy, which can all be found on the website @ [www.st-lukes.newham.sch.uk](http://www.st-lukes.newham.sch.uk) or through the main school office.

Through the creation of this equalities plan, we have been able to develop a better understanding of what the challenges to equality are within the school and how we can best deal with these. The current summary of equality based actions being undertaken by the school is set out in annex A. This document will be reviewed *annually*, or any time there is an update or change to equality legislation, to ensure that it is being effectively implemented and remains focused and up to date on issues surrounding equality both within the school and nationally.

## **School profile**

*St. Luke's* is a small one form entry school in the heart of East London with a unique facet of being the only Church Of England (CoE) school in England to also have a church based in the same building and this has led to a real 'family community' with ever strengthening home-school-church partnerships. Moral and social development has been graded Good (SIAMS Inspection 2019), and spiritual and cultural development is good, culminating in the 'International Festival' at the end of each academic year. Children enter the Early Years Foundation Stage from lower than national average (NA) starting points. The school is in the 4<sup>th</sup> quintile (Raise report) for eligibility of free school meals (FSM) which is above NA and is in the top quintile for percentage of minority ethnic groupings (largest of which is Black African at over 75%), children with English as an Additional Language (EAL) and school deprivation indicators. There are currently 3 children under an Educational Health Care Plan (EHCP) with another 5 having been applied for and 16% of children (31) are on the Special Educational Needs and Disabilities register (YR-Y6), in line with NA.

## **Roles and responsibilities**

Creating a school environment that promotes equality and denounces discrimination is a whole-school responsibility and requires all members of the school community to be actively involved in breaking down barriers to learning and barriers to social and emotional development that prejudice can create.

Individuals in the school are expected to take responsibility for supporting and promoting equality in school above and beyond the responsibilities listed below. *The Headteacher* has the day-to-day responsibility for coordinating the implementation of this scheme.

### **The governing body**

The governing body will:

- create and approve this document with the help of the Headteacher and ensure that it is adopted correctly throughout the school
- ensure the school complies with all equality legislation and the school's equality objectives
- monitor and evaluate the effectiveness of the equalities plan *annually* and make any amendments to improve on the plan when and where necessary
- nominate a named governor to oversee the implementation of the equalities plan, monitor equality outcomes, and regularly report back to the rest of the governing body
- ensure that parents are informed of any incident related to this scheme which could directly affect their child
- report to parents, carers, and the wider community on the progress of the school's equality plan through the school prospectus, the school website, and the school's annual report.

### **The headteacher and senior leadership team**

The headteacher, with the support of the rest of the senior leadership team, will:

- promote the single equalities plan both within the school and externally to the rest of the community
- ensure that all staff are aware of their role and responsibilities regarding the promotion and delivery of equality in school
- report back to the governing body on how the plan is working and any amendments that they feel should be made, as well as feedback from staff, pupils and parents
- challenge inappropriate language and behaviour
- tackle bias and stereotyping
- take appropriate action where discrimination or victimisation occurs.

### **Staff**

School staff will:

- ensure that they are up to date and aware of the contents of this plan and the school's policy towards all types of discrimination
- challenge inappropriate language and behaviour
- tackle bias and stereotyping
- work to promote anti-bullying strategies as outlined in the school's behaviour and anti-bullying policy
- show a commitment to undertake development and training within this area
- engage with the school in eliminating any discrimination and act as a good example to pupils
- promote a positive working environment
- report back to their managers immediately on any incidents relating to discrimination or victimisation, either by staff, pupils, or any other member of the school community, so that these incidents can be reviewed and action taken where necessary.

## **Pupils**

Pupils at the school will:

- engage with the school in eliminating any discrimination
- promote a positive work environment and a positive attitude towards equality when both in school and off the school site
- report to school staff any incidents of in appropriate language or behaviour, discrimination or victimisation that they know to have occurred
- work to promote the anti-bullying strategies outlined in the school's behaviour and anti-bullying policy
- set a good example regarding behaviour and social awareness to younger pupils and their peers.

## **Parents, carers, and visitors**

Parents, carers, and visitors to the school are expected to:

- familiarise themselves with the school's single equality plan and support the scheme by promoting a positive attitude towards equality at home
- attend any relevant meetings/awareness-raising sessions that they are invited to relating to the school's equality plan
- work with the school to resolve any incident relating to discrimination or victimisation that their child is involved in
- respect and follow our equality when visiting the school.

## **Key groups at risk**

While the school recognises that any person or group of people can become victim to discrimination, victimisation or unfair treatment, people may be more at risk of becoming victims of inequality due to:

- **Race**
- **Disability**
- **SEND**
- **Gender and transgender**
- **Religion or belief**
- **Sexual orientation**

## **Promoting equality and social awareness in school and within the local community**

### **Community cohesion**

The school expects all of its students and staff to act respectfully towards members of the wider community that the school is part of.

### **Inclusion**

Promoting and practising inclusion in school lessons, around the school site, during all school activities and into the wider community is a key part of developing a positive attitude towards

equality and people from different backgrounds. You can find more information regarding our provision for and policy on inclusion for SEN/Inclusion in the school's SEN/Inclusion policy.

## **Pupil voice**

Through our support of student voice (collected through Google Forms) we encourage our pupils to have confidence in voicing their opinions and taking responsibility for the world around them. The school council takes a lead in representing the pupil voice in whole school decisions. It is important that we teach our children how to engage in mature social interactions and get along with a variety of different types of people. This is developed through student voice by interactions between pupils from different year groups, pupils and staff, and pupils and the wider community.

## **Recruitment**

St. Luke's is committed to providing equality of opportunity for all and ensuring that all stages of recruitment and selection are fair. Recruitment and selection procedures will be reviewed on a regular basis to ensure that applicants are not discriminated against on the grounds of race, nationality, gender, religion, age, disability, marital status, pregnancy and maternity or sexual orientation. St. Luke's acknowledges that unfair discrimination can arise on occasion and so will ensure that the equal opportunities policy outlined in this plan is the foundation for all its activities.

Where a candidate is known personally to a member of the selection panel it will be declared before shortlisting takes place. It may then be necessary to change the selection panel to ensure that there is no conflict of interest and that equal opportunities principles are adhered to.

## **Staff**

### Equal opportunities for staff

As part of our commitment to the implementation of equal opportunities principles and the monitoring and active promotion of equality in all aspects of staffing and employment, the school will ensure that:

- all staff appointments and promotions are made on the basis of merit and ability and in compliance with the law and safe recruitment practices
- staffing of the school reflects the diversity of our community wherever possible;
- as an employer we strive to ensure that we eliminate discrimination and harassment in our employment practice and actively promote equality across all groups within our workforce;
- we respect the religious beliefs and practice of all staff, pupils and parents, and comply with reasonable requests relating to religious observance and practice;
- we ensure that all staff, including support and administrative staff, receive appropriate training and opportunities for professional development, both as individuals and as groups or teams.

## **Staff discipline and suspension**

St. Luke's is committed to ensuring that all school staff are treated fairly and consistently and this is held to account through our staff discipline, conduct, and grievance policy.

The education and wellbeing of our pupils is our main priority. Any member of staff who creates a barrier to learning for our pupils will be disciplined. The school's staff appraisal policy (see website or main office) provides more information on how the school monitors staff performance. We hope

that staff will feel confident to voice complaints and grievances in the confidential environment of the school and that they will trust the school to deal with their grievances fully, promptly, and fairly. The school puts great faith in all its employees, and hopes never to have to discipline anyone as a result of misconduct.

### **Behaviour, exclusions and attendance**

The school behaviour policy takes full account of the duties under the Equality Act. We make reasonable, appropriate and flexible adjustments for pupils with special educational needs and disabilities. We closely monitor data on exclusions and absence from school for evidence of over-representation of different groups, and will take action to address any concerns that arise in this area.

Read our school *attendance, behaviour and exclusions policies* for more information on the processes surrounding these topics.

### **Monitoring and review**

This single equality plan will be reviewed annually by the governing body, unless there is specific reason for it to be reviewed earlier (for example an incident involving members of the school community or new legislation). Governors will review how effective it is in tackling discrimination, promoting access and participation, equality and good relationships between different groups, and that it does not disadvantage particular sections of the community. Governors will also review evidence that it is being put into practice in school by staff and pupils, and whether there is any need for extra training or development sessions across the whole school to ensure it is promoted and implemented as much as possible.

### **Information will be gathered through:**

- identification of children and young people, parents, carers, staff and other users of the school representing the different protected characteristics. This helps us develop and monitor the scheme. Comprehensive and sensitive efforts are made to collect accurate information and meet security of information requirements, in addition to our duty to secure accurate information relating to ethnicity and first language;
- pupil attainment and progress data relating to different groups;
- children's and young peoples' views, actively sought and incorporated in a way that values their contribution;
- information about how different groups access the whole curriculum and how they make choices between subject options;
- sports and activities choices of all groups;
- uptake of the extended school offer by group;
- exclusions data analysed by group;
- records of bullying and harassment on the grounds of any equality issue;
- data on the recruitment, development, and retention of employees;
- outcomes of activities promoting community engagement and community cohesion;
- outcomes of actions taken to secure the involvement of parents and others who have been identified as difficult to engage.

*Annually the Headteacher/senior leadership team* will provide monitoring reports for review by the governing body. These will include:

- progress against targets relating to equality and future plans
- school population
- recruitment and retention
- key initiatives.

**Outcomes**

One of the most important indicators of how successful we are as a school in promoting equality and eliminating discrimination are the outcomes for various individuals and groups. Where robust analysis of outcomes during progress meetings (x3 a year) reveals poorer outcomes for any particular groups, an impact assessment will be carried out and an action plan put in place to aid these outcomes. Action plans will outline:

- objectives and specific actions to be taken
- expected impact and indicators of achievement (success criteria)
- clear timescales
- who has lead responsibility
- resource implications
- specified dates for review.

**Reporting on our progress**

- Will be annual and published to governors and on website where appropriate

Signed by

\_\_\_\_\_ Chair of governors Date: .....

\_\_\_\_\_ Headteacher Date: .....

**This document will be reviewed: Spring 2023 or:**

- after incidents that relate to, or impact on, equality in school
- after any significant changes to workplace, working practices or staffing.



## ANNEX A

Protected Characteristic	Action to be taken	How it will be monitored	Who is responsible for implementation	Timeframes	Early Success Indicators
All	Publish and promote equality plan on website, newsletters etc	Include reference in annual survey of parents/staff	Headteacher	Ongoing with review after survey	Staff aware of aims of policy and implement them throughout school. Parents acknowledge plan and question impact in survey

[Example given above]