



Escrick C of E Primary School Equality Policy 2024 – 2026

At Escrick C of E Primary School, we give pupils opportunities to flourish, encouraging them to develop a love of learning and aim for them to gain deep understanding of concepts in all areas of development and the curriculum. We encourage pupils to become independent and resilient learners within a community of enquiry and problem solving.

We promote equal opportunity and will not tolerate inequality in any area of the school's life or work, as our school vision states – we are each unique. As the Church of England 'Valuing All God's Children' document states, we strive to offer a safe and welcoming place for all God's children.

All pupils are respected equally and given equal access to our curriculum and life in our school. All have opportunities to benefit from all that we offer. Our intention is to develop an ethos in which all thrive and grow with confidence. Diversity and differences are valued and respected by all and they contribute to the richness of our school life and learning.

At Escrick C of E Primary School, we are committed to providing every pupil with the opportunity to flourish. We regard every child as unique and take into account their experiences and needs. Our curriculum is broad, balanced, challenging and exciting, and we have the highest expectations of our pupils' conduct.

We ensure that all employees are treated as equals in the workplace.

This policy is designed to ensure that we promote the individuality of all pupils irrespective of their age, ability, background, ethnicity, gender or religion.

This policy accords with the Equality Act 2010.

Objectives:

1. To ensure that all learners have equal access to a rich, broad, balanced and relevant curriculum.
2. To ensure that teaching and learning promotes equality, celebrates diversity and promotes community cohesion.

3. To ensure that no-one is unfairly or illegally disadvantaged as a consequence of their gender, colour, race, age, ethnic or national origin, disability, religious beliefs, sexual orientation or personal circumstances.
4. To recognise, celebrate diversity within our community whilst promoting community cohesion.
5. To ensure that those with management responsibility and individual staff accept responsibility for planning, organisation and delivery of appropriate educational material to ensure that this policy for equal opportunity is woven into all we do.
6. To ensure that learners and parents are fully involved in the provision made by the school.
7. To ensure that recruitment is fair and that all employees have equal access to training and professional development opportunities.
8. To ensure that within the school budget appropriate funding is provided to underpin this policy.

Strategies:

1. Monitoring, evaluation and review carried out by the SLT and governing body will ensure procedures and practices within the school reflect the objectives of this policy.
2. Parents will be involved and consulted about the provision being offered by the school.
3. Class teachers will ensure that their planning, teaching and learning takes account of this policy and ensures that equity underpins all their work.
4. The diversity within our school and the wider community will be viewed positively by all and this diversity will be recognised as a rich resource for teaching, learning and the curriculum.
5. INSET opportunities will be provided for staff, to raise awareness and provide practical examples of suitable curricular materials.
6. Active contributions will be sought of parents and others to enrich teaching, learning and the curriculum.
7. The positive achievements of all pupils will be celebrated and recognised.

This policy will be reviewed and approved by the SLT bi-annually or as appropriate.

Review Date: September 26