

Equality Information and Objectives

The Equality Act 2010 created a legal framework to protect individuals from unlawful discrimination and introduced a Public Sector Equality Duty applicable to all public bodies including schools. A specific equality duty requires schools to publish equality information and to prepare and publish one or more specific and measurable equality objectives. This policy statement describes how we are responding to the requirements of the Equality Act 2010.

At The Vine Schools, we take great pride in embracing the rich tapestry of diversity that exists within British society. Our commitment to diversity and equality is not just a statement; it's a reflection of our core values and a testament to our belief that every person, regardless of their background, deserves an equal opportunity to thrive and excel. We recognise the importance of an inclusive environment, that celebrates differences, fosters understanding, and promotes unity amongst our community. Our diversity and equality objectives outline the specific goals and strategies that underpin this commitment, ensuring that every person's unique potential is nurtured and respected. Together, we embark on a journey of learning, growth, and inclusivity, for every person's individuality contributes to the vibrant mosaic of our schools' identity.

Christian Malford CofE Academy is an inclusive school where we focus on the well-being and progress of every child and where all members of our community are of equal worth.

We believe that the Equality Act provides a framework to support our commitment to valuing diversity, tackling discrimination, promoting equality and fostering good relationships between people. It also ensures that we continue to tackle issues of disadvantage and underachievement of different groups.

We aim to meet our obligations under the public sector equality duty by having 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 and people who do not share it
- Foster good relations between people who share a protected characteristic and people who do not share it.

Our approach to equality is based on the following key principles:

1. All learners are of equal value.
2. We recognise and respect difference.
3. We foster positive attitudes and relationships and a shared sense of cohesion and belonging.
4. We observe good equality practice in staff recruitment, retention and professional development.
5. We aim to reduce and remove inequalities and barriers that already exist.
6. We have the highest expectations of all our children.
7. Our Vision and Values are 'lived' each and every day through our pupils and staff.

Information on pupils by protected characteristics

The Equality Act 2010 protects people from discrimination on the basis of protected characteristics. Every person has several of the protected characteristics, so the Act protects everyone against unfair treatment. In order to ensure that all pupils are protected from discrimination, the school collects information on protected characteristics.

Information on other groups of pupils

In addition to pupils with protected characteristics, we gather further information on the following groups of pupils:

- Pupils eligible for Free School Meals (FSM)
- Pupils with Special Educational Needs (SEN)
- Disadvantaged groups
- Pupils with English as an Additional Language (EAL)
- Looked after children (LAC)
- Previously Looked after children (PLAC)
- Young carers
- Service family children
- Other vulnerable groups

Eliminating discrimination and other conduct that is prohibited by the Act

The information provided here aims to demonstrate that we give careful consideration to equality issues in everything that we do at Christian Malford CE Primary Academy and Pre School. 'Due regard' ensures that we work towards eliminating discrimination, harassment and victimisation and other conduct that is prohibited by the Equality Act.

We are committed to working for equality for all our children, staff and parents/carers to meet our duties under the Equality Act 2010.

We eliminate discrimination by:

- Ensuring that our policies promote all children feel safe at school and addresses prejudicial behaviours.
- Reporting, responding to and monitoring all reports of racism, sexual discrimination or bullying.
- Regularly monitoring the curriculum to ensure that the curriculum meets the needs of our pupils and that it promotes respect for diversity and challenges negative stereotyping.
- Providing support so that teaching is of the highest quality to ensure children reach their potential and all pupils are given equal entitlement to success.
- Tracking pupil progress to ensure that all children make rapid progress, and intervening when necessary.
- Ensuring that all pupils have the opportunity to access extra-curricular provision.
- Listening to and monitoring views and experiences of pupils and adults to evaluate the effectiveness of our policies and procedures.
- Advancing equality of opportunity between people who share a protected characteristic and people who do not share it.

Growing Together in Belief, Knowledge and Wisdom

We advance equality of opportunity by:

- Using the information we gather to identify underachieving groups or individuals and plan targeted intervention.
- Ensuring participation of parents/carers and pupils in school development.
- Listening to pupils.
- Listening to parents/carers.
- Fostering good relations across all characteristics - between people who share a protected characteristic and people who do not share it.

We foster good relations by:

- Regular communication with our stakeholders and being available and open to conversations.
- Ensuring that Christian Malford CE Primary Academy is seen as a school at the heart of the village and an important part of the local community.
- Ensuring that equality and diversity are embedded in the curriculum and in Collective Worship.

Equality Objectives

At Christian Malford CE Primary Academy and Pre School, we are committed to ensuring equality of education and opportunity for all pupils, staff, parents and carers, irrespective of race, gender, disability, belief, religion or socio-economic background.

In order to further support pupils, raise standards and ensure inclusive teaching, we have set the following objectives:

Objective 1: To monitor and analyse pupil achievement and progress across a range of groups and act on any trends or patterns in the data that require additional support for pupils in order to raise levels of attainment and accelerate progress in core subjects, particularly for vulnerable learners.

Objective 2: To ensure the curriculum uses every opportunity to raise the profile of DEI.

Objective 3: To develop opportunities for all pupils to engage in a wide and rich range of extra-curricular activities.

Growing Together in Belief, Knowledge and Wisdom

These objectives are to be reviewed every three years

Drafted by: C Brugger, Headteacher.

Date approved / adopted by Academy Council	September 2023	
Signed By:	Chair of Academy Council	Headteacher
Date amended Page(s) amended		
Review date	March 2026	
Date amended Page(s) amended		