St Alphege CE Infant School and Sunbeams Nursery

EQUALITY & DIVERSITY POLICY

Date Agreed	September 2026
Executive Headteacher/ Head of School	Liz Thomas-Friend/ Jacqui Spinks
Chair of Governors	Paula Trewin
Date Policy to be Reviewed	September 2027

Rationale

St Alphege CE Infant School and Sunbeams Nursery are proud to adhere to the Equality Act 2010. We believe that everyone has the right to be treated fairly and with respect and that all children have the right to access their education without risk or prejudice.

Our vision is a highly educated society in which opportunity is more equal for children and young people, no matter what their background or family circumstances. We will achieve this vision through strategic aims, which are mutually reinforcing. The associated actions are intended to benefit all children in our school community. We publish and promote the Equality Policy through our school website and in staff meetings.

Our Vision for Diversity & Equality

At St Alphege CE Infant School, our vision is to encourage and enable inclusion and achievement through the management of staff, curriculum, pupils, parents and carers in an environment that recognises the different life chances that individuals have and work to achieve.

Our aim is to promote our Christian vision of:

"Loved, Inspired, Shining"

In our school we are confident that our ethos of providing a safe, friendly, caring, inclusive and respectful space will be evident to all who come into contact with our community. The school ethos is the foundation that underpins every aspect of our educational practice.

We believe that all children should be encouraged to aspire to lead a happy and fulfilling life, whatever form that may take.

We recognise that at times learning can be challenging, but will ultimately be something to reflect upon with pride. We aim to equip everyone, in our learning community, so that they can adapt to situations as they meet them and move towards the future with confidence.

How will we achieve this at St Alphege?

We will achieve this by:

- Addressing inequality and discrimination that may occur within the workforce and the school community.
- Celebrating and embracing the diversity that exists in the school and its wider community, enabling children to visit places which will broaden their attitudes **towards other cultures, religions** and societies.
- Welcoming visitors to St Alphege, to enrich our curriculum and inspire our children.

- Ensuring that the delivery of the curriculum reflects and takes into account equality and diversity issues.
- Creating opportunities for the wider involvement of all stakeholders including: staff, governors, children, parents and carers through consultation, participation and partnership working.
- Ensuring that our vision is shared with all stakeholders.

Aims

Every individual within the school community has the same chances and the same opportunities to achieve their full potential both academically and socially, ensuring that all children are well-rounded when they leave our school. We recognise and celebrate individual talents and ensure that our children learn to be caring and responsible citizens. Our curriculum promotes understanding, tolerance and mutual respect for all members of our community, regardless of differences.

As a school we aim to ensure that positive attitudes are fostered by all, and that prejudices are constantly challenged and broken down.

Legal Requirements

Everyone has the right to be treated with dignity and respect. As a school, we have legal responsibilities under the Equality Act 2010 which prohibits direct and indirect discrimination, harassment and victimisation of people on the grounds of protected characteristics. This means that as a school we must not discriminate against, harass or victimise pupils and other stakeholders:

The Governing Body is legally responsible for ensuring the Equality Act is observed by all staff in school. However, everybody involved in the school community has a responsibility to ensure that the spirit of the policy and its legal requirements are observed.

Who is protected?

The protected characteristics of the school's provision are:

- Disability
- Gender reassignment
- Marriage and Civil Partnership (in employment)
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation
- Age

Schools as an employer and service provider will have duties under the remaining protected characteristics.

What is discrimination?

- Direct discrimination (including discrimination based on perception or association)
- Indirect discrimination
- Discrimination arising from disability
- Failure to make reasonable adjustments (for disabled people)

What will this mean at St Alphege?

Everyone in our school community has a right to be treated with dignity and respect. This includes a right to:

- Learn, work and play
- Physical, emotional and verbal respect
- Freedom from violence, bullying and abusive language
- Respect for an individual's protected characteristics
- Freedom from sexual comments or harassment or inappropriate use of humour
- The safety of their property
- Equal opportunities in relation to admissions, access, recruitment and access to extra-curricular activities

Pupils and adults are encouraged to report any inappropriate behaviour or comments. All incidents will be dealt with in line with the school's Behaviour policy.

How will we know when we are successful?

Our success will be measured through quantitative indicators such as:

- Assessment information
- Progress data of our different groups
- Pupil progress meetings
- Attendance
- Unauthorised absence
- Punctuality
- Stability and staffing
- Commitment and involvement of all support staff
- Regular visits / involvement from external agencies e.g. Early Help
- Communication and involvement with parents
- Access to ICT for all learners
- Diversity represented in attendance at extra-curricular activities
- Diversity represented in school groups e.g. TED Teams (School Council)
- Diversity reflected in parent participation in school

Also qualitative indicators such as:

- Playground interaction
- Learning interaction (peers / adults)
- Friendly and caring attitudes
- Members of the school community feel valued
- Displays of work
- A welcoming ethos
- Effective communication systems
- Differentiated work for all pupils
- Pastoral care of pupils
- Effective support for health needs
- Diversity reflected in curriculum exercise books and resources
- Links with the local and wider communities
- Ownership of the Equalities policy and practice

Monitoring of the above will help staff and governors to identify areas of existing and emerging inequality.

Evaluation / Monitoring of the Policy

- The Executive Headteacher will act as the Equality and Diversity co-ordinator, working closely with the Senior Leadership Team and will report directly to governors.
- All members of staff will work to improve, adjust and facilitate equality and diversity within the day to day running of the school and bring individual perspectives and life experiences to staff meetings.
- Governors will monitor, via full governing body meetings and via curriculum meetings.
- Parents can bring their own perspectives of the equality and diversity in the school through parent partnership meetings and drop-in sessions with a member of the Senior Leadership Team.
- The involvement and views of children in on-going evaluations.
- Ofsted monitoring.