St George's C of E Primary School

Equal Opportunities Policy

St George's C of E School

School's theological-rooted Christian Vision

At St George's CE Primary school our vision is that every child upholds the Christian values with them in their daily lives. Our children strive to be confident, kind, thoughtful and selfless. You can see our vision come to life when walking through our school and in our classrooms. Our school motto is 'Jesus colours our love, our life, our learning'. We strive to live out this vision in everything we do in school to allow children to enjoy the fullness of life and enable them to flourish in the world in which they live.

Our vision is rooted in the Gospel of John and in particular chapter 10 'I have come that they may have life and have it to the full.' Our vision is rooted in the principle of Jesus' teaching that we must use his teaching to allow children to live life to the full and be able to flourish in their life within and beyond school. Our school vision encompasses our 6 Christian values (compassion, love, truthfulness, thankfulness, forgiveness and hope)

January 2026

Policy adopted:- January 2026

Policy to be reviewed:- September 2028

Signed on behalf of Governing Body:- G.JAMES

Signed by the Headteacher:- J.Young

St George's CE Primary School

Equal Opportunities Policy

1. Statement of Commitment

St George's CE Primary School is committed to promoting equality of opportunity and eliminating discrimination, harassment and victimisation for all members of our school community.

Our approach to equality and inclusion is rooted in our Christian vision:

"I have come that they may have life, and have it to the full." (John 10:10)

We believe every child is uniquely created and valued. We are committed to ensuring that all pupils, staff, parents, carers, governors and visitors are treated with dignity and respect and are enabled to flourish academically, socially, emotionally and spiritually.

Equality, inclusion and belonging underpin everything we do and are reflected in our curriculum, behaviour expectations, relationships, leadership and daily practice.

2. Legal Framework

This policy is underpinned by the following legislation and guidance:

- Equality Act 2010
- Education and Inspections Act 2006
- Human Rights Act 1998
- Special Educational Needs and Disability (SEND) Code of Practice
- Keeping Children Safe in Education
- Public Sector Equality Duty (PSED)

Under the Equality Act 2010, the school has a duty to:

- Eliminate unlawful discrimination, harassment and victimisation
- Advance equality of opportunity
- Foster good relations between different groups

Protected characteristics include:

- Age
- Disability
- Gender reassignment
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

3. Aims of the Policy

St George's CE Primary School aims to:

- Promote an inclusive culture where everyone feels they belong
- Ensure equality of access to education, enrichment and opportunity
- Remove barriers to learning and participation
- Challenge prejudice, stereotyping and discriminatory language or behaviour
- Promote mutual respect, tolerance and understanding
- Ensure high expectations for all pupils regardless of background or need

4. Inclusion and Equal Opportunities in Practice

Pupils

We ensure that all pupils:

- Have access to a broad, ambitious and inclusive curriculum
- Are supported through high-quality teaching, reasonable adjustments and targeted interventions
- Are able to participate fully in trips, clubs, worship and enrichment
- Feel safe, valued and listened to

SEND support is delivered in line with the SEND Code of Practice and our Accessibility Plan, with a strong focus on early identification, inclusion and high aspirations.

Curriculum and Teaching

The curriculum:

- Reflects diversity and challenges stereotypes
- Promotes British Values, including mutual respect and tolerance
- Includes positive representations of different families, cultures, beliefs and backgrounds
- Is adapted to meet a wide range of needs and learning styles

Teaching and learning:

- Is underpinned by quality-first teaching
- Uses assistive and digital technology to promote access and independence
- Avoids cultural, gender or ability bias in assessment and expectations

Behaviour, Relationships and Safety

Discriminatory language or behaviour, including racism, homophobia, sexism or bullying related to protected characteristics, is not tolerated.

The school:

- Responds swiftly and proportionately to incidents

- Records and monitors incidents through CPOMS
- Works with pupils and families to educate, restore relationships and prevent recurrence
- Ensures behaviour policies are applied fairly and consistently

5. Employment and Staffing

St George's CE Primary School is an Equal Opportunities Employer.

We are committed to:

- Fair recruitment, selection and promotion procedures
- Ensuring selection panels are trained and act without bias
- Providing a safe, respectful and supportive working environment
- Supporting staff wellbeing, professional development and flexible working where possible

As a voluntary aided Church of England school, the Governing Body may apply an occupational requirement for practising Christians in specific leadership posts, in line with employment law.

6. Admissions

The school welcomes children of all faiths and none.

Admissions are managed in accordance with:

- The School Admissions Code
- The Equality Act 2010
- The school's published Admissions Policy

No child will be treated less favourably on the basis of a protected characteristic.

7. Disability Equality and Accessibility

The school recognises its duty to make reasonable adjustments to ensure disabled pupils, staff and visitors are not placed at a substantial disadvantage.

This is supported through:

- The Accessibility Policy and Accessibility Plan
- Individual access plans and PEEPs where required
- Ongoing site improvements and curriculum adaptations
- Use of assistive technology and digital tools

8. Religion and Belief

As a Church of England school, collective worship is distinctively Christian.

We:

- Respect the beliefs and practices of all pupils and families
- Comply with requests for withdrawal from worship or RE
- Ensure RE promotes understanding of different faiths and worldviews
- Foster an ethos of respect, dialogue and curiosity

9. Working with Parents and the Community

We work in partnership with parents and carers to:

- Communicate clearly and accessibly
- Respond sensitively to concerns related to equality or inclusion
- Promote understanding of school values and expectations

Information can be provided in alternative formats where required.

10. Training and Awareness

The school ensures:

- Regular staff training on safeguarding, SEND, inclusion and equality
- Governors receive appropriate training to fulfil their statutory duties
- Equality considerations are embedded into CPD, leadership and school improvement planning

11. Monitoring, Evaluation and Review

- The Headteacher and Governing Body are responsible for monitoring the effectiveness of this policy
- Equality considerations are reviewed through data, pupil voice, behaviour logs and safeguarding records
- The policy is reviewed regularly and updated in line with statutory guidance

12. Breaches of the Policy

Breaches of this policy will be addressed in line with:

- Behaviour & Relationships Policy
- Staff disciplinary procedures
- Safeguarding procedures where appropriate

Linked Policies and Documents

- Accessibility Policy & Plan
- SEND Policy
- Behaviour & Relationships Policy

- Safeguarding & Child Protection Policy
- Curriculum Statement
- Digital Strategy 2025–2028