
Great Gaddesden C of E (VA) Primary School



'Treat others exactly as you would want to be treated yourself'. (Luke 6:31)

Equalities Statement

Date: September 2023

Review date: Annually

Great Gaddesden C of E School : Equalities Statement
Reviewed Sept. 2023

Our Mission statement underpins everything we do at Great Gaddesden School.

Our Christian values support us all to live our Mission statement.

Great Gaddesden Church of England (VA) Primary School is committed to ensuring equality of opportunity for all pupils, staff, parents and carers irrespective of race, gender, disability, belief, sexual orientation, age or socio-economic background. We aim to develop a culture of inclusion and diversity in which all those connected to the school feel proud of their identity and ability to participate fully in school life. The principle of equal opportunities for all is rooted in our strong Christian values.

We tackle discrimination through the positive promotion of equality, by challenging bullying and stereotypes and by creating an environment which champions respect for all.

At Great Gaddesden Church of England (VA) Primary School, we believe diversity is a strength which should be respected and celebrated by all those who learn, teach and visit us.

Equality of Teaching and Learning

We provide all our pupils with the opportunity to succeed and to reach the highest level of personal achievement. We do this by:

- Ensuring equality of access for all pupils and preparing them for life in a diverse society
- Using materials that reflect the diversity of the school and local community without stereotyping
- Promoting attitudes and values that challenge any discriminatory behaviour or prejudice
- Providing opportunities for pupils to appreciate their own culture and celebrate the diversity of other cultures
- Seek to involve all parents in supporting their child's education
- Utilising teaching approaches appropriate for the whole school population which are inclusive and reflective of our pupils

Equality in Admissions and Exclusions

Our admission arrangements are fair and transparent and do not discriminate on the grounds of race, gender, religion, sexual orientation belief, disability and/socio-economic background

Equal Opportunities for Staff

All staff appointments and promotions are made on the basis of merit and ability and in compliance with the law. We are keen to ensure that the staffing of the school reflects the diversity of our community. The school has a full and separate Equality Policy. Please consult this for further details.

Principles

Principle 1: All learners are of equal value: In God's eyes, we are all equal and so we see all learners as well as their parents and carers as being of equal value. We ensure that learners have access to reasonable adjustments so that they can achieve their potential. This can be achieved through differentiated resources or additional support.

Principle 2: We recognise and respect difference: We have an annual diversity week focusing on specific groups protected under the Public Sector Equality Duty 2010 and adhere to the Fundamental British Value of tolerance and respect.

Principle 3: We foster positive attitudes and relationships together with a shared sense of cohesion and belonging. We utilise the Church of England's document: All God's Children to develop an understanding that although we are all unique and individual, we are all loved by God and have some commonality.

Principle 4: We observe good equalities practice in staff recruitment, retention and development. We follow Safer Recruitment practice which conforms to HR standards and guidelines.

Principle 5: We aim to reduce and remove inequalities and barriers that already exist. We follow the Hertfordshire Steps behaviour management therapeutic programme. We work with a wide range of outside agencies to ensure that our families are able to access equality of provision. These agencies include: The Herts Attendance Team, Educational Psychology Service, Special Educational Needs and Disability (SEND) provision from Developing Specialist Provision Locally (DSPL8).

Principle 6: We consult and involve widely. We have close relationships with all parents, Great Gaddesden Church, other local schools and our neighbours. We work with local clubs and providers, enabling a sharing of facilities and promote their causes within our school community.

Principle 7: Society as a whole should benefit. As a school based on Christian values, we encourage a wide range of charitable activities and causes including helping the local homeless and economically disadvantaged. We support local, national and international charities, encouraging our pupils to develop an understanding of others' needs and challenges, and offering opportunities for members of our school community to 'give' to others.

This is an annual statement made on behalf of the Governing Body by the Headteacher.

Mrs S.M.Wickens Headteacher

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