Baxenden St John's C.E Primary School

Equality Statement and Objectives Autumn 2025

Our school helps us to walk with Jesus, to be the best that we can be. Through God's love and guidance, we create an ethos of shared endeavour, friendship and co-operation to help us flourish academically, emotionally and spiritually.

"I can do all things through Christ, who strengthens me."
Philippians 4:13

Policy Author	Mrs Julie Green
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School Aims & Philosophy

- Our school is a happy place where everyone can **enjoy** coming together and having fun.
- Our school gives children the time and opportunities to **discover** their own spirituality and the nature of God.
- Our school provides opportunities for children to **learn,** grow in their understanding, and develop their independent thinking.
- Our school supports and guides the children to **achieve** as much as they are able and to feel proud of themselves.
- Our school **celebrates** the wonder of our creation, the diversity reflected in our local community, and all that is good in the lives of the children and the life of the school.
- Our school nurtures the desire of all children to **create** things and thoughts, which are unique to them and to share them confidently with others.
- Our school seeks to **inspire** children, so they will carry with them a vision of all that is possible, throughout their lives.

At Baxenden St. John's Primary School, we believe that learning should be a lifelong process and a rewardingand enjoyable experience for everyone. Through our teaching we focus on inspiring the children to learn, equipping them with the knowledge, skills and attitudes necessary to be autonomous learners, who reach their full potential. We believe that appropriate teaching and learning experiences contribute to children becoming successful learners, who lead rewarding lives as responsible citizens, surrounded by the love of God and rooted in Christian values.

Equalities Statement

At Baxenden St John's C.E. Primary School we are committed to:

- promoting equality of opportunity
- eliminating discrimination and harassment
- valuing diversity and promoting positive relationships
- providing an inclusive education which enables all pupils to flourish
- meeting the requirements of the Equality Act 2010

This policy acknowledges the school's legal duties under the Equality Act 2010, in respect of safeguarding in respect of pupils with special educational needs (SEN). At Baxenden St John's School, equality is a key principle for treating all people fairly and creating a society in which everyone has the opportunity to fulfil their potential - irrespective of their gender, ethnicity, disability, religion or belief, sexual orientation, age, or any other recognised area of discrimination.

Our Christian ethos permeates all aspects of school life and we attempt to follow Jesus' example in including everyone. The school, therefore, encourages all children to uphold its principles. They acquire independent learning skills, they support one another's learning, they learn to resolve their own problems and manage their own behaviour, they help one another to resolve conflicts and they support one another's play.

The Equality Act 2010

The Equality Act 2010 replaces previous anti-discrimination legislation with a single Act. The Equality Duty is set out in section 149 of the Act. It replaces the three previous public sector equality duties – for race, disability and gender – and covers the following protected characteristics:

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation
- gender reassignment

We ensure that we have due regard to the need to:

- eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Act
- advance equality of opportunity between people who share a characteristic and those who don't
- foster good relations between people who share a characteristic and those who don't

We aim to promote pupils' spiritual, moral, social and cultural development, with special emphasis on promoting equality and diversity, and eradicating prejudicial incidents for pupils and staff. Our school is committed to not only eliminating discrimination, but also increasing understanding and appreciation for diversity.

Values and Beliefs

We are an inclusive school where pupils, parents, staff, governors, the local authority and local services work in partnership to meet the needs of the community. We celebrate the positive contribution made by different social, ethnic and linguistic groups.

We believe that members of our community should:-

- have an entitlement to a quality education within a safe, attractive, clean and orderly learning environment,
- have access to a broad, balanced and challenging curriculum,
- enjoy learning, achieve high standards and reach their potential,
- be taught and supported by highly skilled and motivated staff,
- be valued, respected and treated fairly,
- show tolerance and respect towards others,
- receive praise and encouragement and grow in confidence,
- be responsible for their own learning and behaviour,
- understand the need for good personal relationships and healthy living

- have access to a full range of extended schools services including childcare, health and social care, lifelong learning, family learning, study support and an out of hours programme of extra-curricular activities,
- be enabled to make a positive contribution to the community and the wider world.

Staff and governors

Staff and governors demonstrate our values and commitment to equality by:-

- ensuring acceptable behaviour,
- responding to incidents and complaints in a proactive way,
- providing access to services, facilities and information,
- recruiting and employing people fairly,
- meeting specific needs.

Equality Objectives

We believe that equality at our school should permeate all aspects of school life and is the responsibility of every member of the school and wider community. Our school is committed to equality. Therefore:

- we do our best to ensure that everyone is treated fairly and with respect;
- ensure all learners that all learners have a broad, balanced and relevant curriculum;
- we make sure the school is a safe, secure and stimulating place for everyone;
- we promote cultural development and understanding through a rich range of experiences;
- we recognise that people have different needs, and we understand that treating people equally does not always involve treating them all exactly the same;
- we recognise that for some pupils extra support is needed to help them to achieve and be successful;
- we do our best to make sure that people from different groups are consulted and involved in our decisions, for example through talking with pupils and parents and carers, and through our School Parliament;
- there are clear procedures for dealing with prejudice-related bullying and incidents;
- we monitor and support attendance of all groups of children in school

Systems and strategies, policies and procedures are in place to support these principles. As a result, our recent pupil survey showed that the vast majority of pupils:

- are happy at school;
- feel safe;
- feel they learn a lot;
- think the teaching staff help them to learn a lot;
- feel they learn about good behaviour.