St. Luke's
Equalities Policy

Agreed by the Governing Board: November 2025

Progress to be reviewed annually

Objectives to last for 3 years until November 2028

1. **Overview**

1.1 This policy reflects the Single Equality Act 2010 which harmonises and replaces previous legislation including the Race Relations Act 1976, Disability Discrimination Act 1995, Gender Recognition Act 2004 and Sex Discrimination Act 1975. This policy therefore supersedes all previous school policies on Disability, Ethnicity (I.e. Race) and Gender.

1.2 The Single Equality Act combines the existing three duties into one new Equality Duty and states that it is against the law to discriminate against someone because of 9 protected characteristics:

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

In this school we will ensure that at every level, in all our work and throughout all aspects of the school community and its life, everyone will be treated equally. This Single Equality Policy summarises the school's approach in ensuring equality for all.

2. **Our School Vision**

We are a Christian school community that seeks to instil a lifelong love of learning. Our core values inspire and prepare our children to lead successful and fulfilling lives.

3. **Our Vision**

The diverse community of the Isle of Dogs is part of God's rich, varied, and wonderful creation, where his truth can be known and his love experienced.

St Luke's School looks to embed that truth and love by opening hearts and minds. Guided by the story of the Road to Emmaus (Luke 24:13-35), the Staff, as educators, walk alongside each child, nurturing their aspirations, helping them navigate change with resilience and celebrating their uniqueness.

We encourage everyone to take responsibility in contributing to human flourishing and developing a strong sense of community in an ever-changing world, resourced by the truth and love they have known at St Luke's School.

<u>Core Values</u>

We seek to promote core values within our children that will prepare them for a successful life. They should be:

- **Helpful** showing kind and excellent manners and teamwork.
- **Enthusiastic** showing passion for learning and developing a strong sense of discovery.

- **Aspirational** striving towards high personal standards and excellence in all that they do.
- **Resilient** and determined and able to rise to challenges.
- **Truthful** and trustworthy treating others how they would like to be treated.

  Highly principled with moral, spiritual, cultural and social awareness, including shared British Values.

2. **Objectives of this policy**

At St. Luke's it is vitally important to us that everyone is treated fairly and enabled to develop their potential. This policy helps us to deliver our mission because its implementation will:

2.1 Ensure that all learners have equal access to a rich, broad, balanced and relevant curriculum.

2.2 Advance equality of opportunity by ensuring that teaching, learning and the curriculum promote equality, celebrate diversity and promote community cohesion by fostering good relations.

2.3 Eliminate any discrimination, harassment and victimisation. To ensure that no-one is unfairly or illegally disadvantaged as a consequence of their age, disability, gender, gender identity, sexual orientation, colour, race, ethnic or national origin, disability or religious beliefs.

2.4 Recognise and celebrate diversity within our community whilst promoting community cohesion.

2.5 Ensure that this policy is applied to all we do.

2.6 Ensure that pupils and parents are fully involved in the provision made by the school.

2.7 Ensure that within the school budget, adequate funding is provided to underpin this policy and that intervention, positive and preventative action is funded where necessary.

3. **Good practice**

3.1 We strive to achieve a cohesive community and expect that children respect one another and behave with respect to one another, and that their parents feel fully engaged in the school.

3.2 We aim to enhance a wider sense of community locally, as well as in the context of the UK and the World communities.

3.3 We support the UN Convention on the Rights of the Child, the UN Convention on the Rights of People with Disabilities, and the Human Rights Act 1998. Through our policies and actions we undertake to ensure that every child and young person is healthy, safe, is able to enjoy and achieve in their learning experience, and is able to contribute to the wider community.

3.4 We consider it prudent and sensible to maintain the practice of logging racist incidents and reporting them to the local authority. We monitor and log incidents that discriminate against children and young people or adults in our school with protected characteristics, e.g. homophobic bullying. We also monitor and log bullying incidents, particularly those directed towards those with special educational needs.

4. **Strategies**

4.1 Monitoring, evaluation and review carried out by the Leadership Team will ensure that procedures and practices within the school reflect the objectives of this policy.

4.2 Parents and governors will be involved and consulted about the provision being offered by the school.

4.3 Teachers will ensure that the teaching and learning takes account of this policy.

4.4 The diversity within our school and the wider community will be viewed positively by all.

4.5 Diversity will be recognised as a positive, rich resource for teaching, learning and the curriculum.

4.6 Professional development opportunities will be provided for staff to provide them with the knowledge, skills and understanding they need to meet the requirements of this policy.

4.7 Contributions will be sought from parents and others to enrich teaching, learning and the curriculum.

4.8 The positive achievements of all pupils will be celebrated and recognised.

5. **Outcomes**

5.1 This policy will play an important part in the educational development of individual pupils.

5.2 It will ensure that all pupils are treated equally and as favourably as others.

5.3 The school will make all reasonable adjustments to promote equal opportunity and equal treatment of all members of the school community.

5.4 We are committed to meeting the individual needs of each child and will take full account of their age, disability, gender, gender-identity, race, religion or belief and sexual orientation in accordance with the requirements of The Single Equality Act 2010

6. **Equality Objectives**

6.1 The Equality Act 2010 requires schools to publish specific and measurable equality objectives. Our equality objectives are based on our analysis of data and other evidence.

6.2 Our equality objectives focus on those areas where we have agreed to take action to improve equality and tackle disadvantages.

6.3 We will regularly review the progress we are making to meet our equality objectives.

Equality objectives for 2025 - 2028

- To remove any barriers to progress and enable strong outcomes at the end of each of Reception, Year 2 and Year 6 for the disadvantaged children so that gaps between the school's outcomes for the disadvantaged and national outcomes are reduced as measured through attainment measures (including scaled scores at Key Stage 2) as well as progress measures at the end of Key Stage 2.

- To tackle racism with a clear and communicated stance; in every aspect of the school and including the identification of, and follow up to, any racist incidents.

- To embrace meaningful opportunities for educating about diversity across the curriculum. To support this there are a wide variety of resources which include books in the library and displays in the classes/corridors that ensure representation for our rich community.

7. **POLICY REVIEW**

7.1 This policy is kept under review annually and the underpinning objectives are expected to be reviewed every four years when validated national data is available.