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Headteacher: Mr Martin Clark

Deputy Heads: Mr Patrick Williams & Mrs Diane Canaku

Single Equality Policy 2017-18

This policy reflects the Single Equality Act 2010 which replaces previous legislation including the Race Relations Act 1976, Disability Discrimination Act 1995, Gender Recognition Act 2004 and Sex Discrimination Act 1975.

The Single Equality Act combines the existing three duties into one new Equality Duty that covers all seven of the equality strands: age, disability, gender, gender-identity, race, religion or belief and sexual orientation.

As a school we will ensure that at every level, in all our work and through every aspect of the school community including our strong links with St John's Church, everyone is treated equally.

Aims and Objectives

- To ensure all learners have equal access to a rich, broad, balanced and relevant curriculum.
- To advance equality of opportunity by ensuring that teaching, learning and the curriculum celebrate diversity and promote community cohesion by fostering good relations.
- To eliminate discrimination, harassment and victimisation.
- To ensure no one is unfairly or illegally disadvantaged as a consequence of their age, disability, gender, gender identity, sexual orientation, race, colour, ethnic or national origin, disability or religious belief.
- To recognise and celebrate diversity within our school and church community.
- To promote community cohesion.
- To ensure that this policy is applied to all we do.
- To ensure that pupils and parents are involved in the life of the school and the provision offered.
- To ensure that within the school budget, sufficient funding is provided to support this policy and that interventions (positive and preventative) are funded when needed.



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Examples of our Good Practice

At St John's we:

- Strive to support a cohesive community. We set high expectations for behaviour and expect children and adults to treat one another with respect. We ensure parents feel fully engaged with the school and church.
- Aim to enhance a wider sense of community locally as well as internationally through our International Primary Curriculum.
- Support the UN Conventions on the Rights of the Child and the UN Convention Rights of People with Disabilities as well as the Human Rights Act 1998.
- Log any racist incidents and report them to the local authority.
- Log and monitor any incidents that discriminate against children or adults in our school. We monitor and log bullying incidents particularly those of a homophobic nature or those directed towards those with Special Educational Needs.

Strategies

- Monitoring, evaluation and reviews will be carried out by the Senior Leadership team and will ensure procedures, practices and attitudes seen within the school reflect the objectives in this policy.
- Parents and governors will be involved and consulted about provision within the school.
- Teachers will ensure that teaching and learning takes account of this policy.
- The diversity within our community will be viewed positively by all.
- Diversity will be recognised and used as an aid to a rich teaching and learning resource.
- Professional Development Needs will be identified for staff where necessary to provide them with the skills, knowledge and understanding required to meet the requirements of this policy.
- Contributions will be sought from parents and other members of the community to enrich teaching and learning and to promote tolerance.
- Positive achievements of all pupils will be celebrated and recognised.



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Policy Review

This policy will be reviewed every four years by the Governing Body. This policy therefore will next be reviewed in Spring 2018. The Equality Objective (below) will change annually in the Spring Term)

Equality Objective

The Equality Act 2010 requires schools to publish specific and measurable equality objectives. Our equality objectives are based on needs assessments and are decided after careful consideration of data and other evidence.

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

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

Equality Objective 2016 - 2017

Identify opportunities within the curriculum to celebrate the achievements of those with Special Educational Needs and to deepen children's understanding of these needs.

This objective has been agreed because:

- SEN children remain our lowest achieving group.
- Our number of children with ASD is increasing.
- Some recent inappropriate behaviour has been directed toward one child with SEN.

Please refer also to our Special Educational Needs Policy and Policy for Inclusion.

(In April 2015 after consultation with staff we agreed to keep this target until December 2015. We felt as there is a new Code of Practice being implemented it made sense to keep SEND at the forefront for a little longer. This means that our Equalities Target will now be reviewed and changed annually in January).