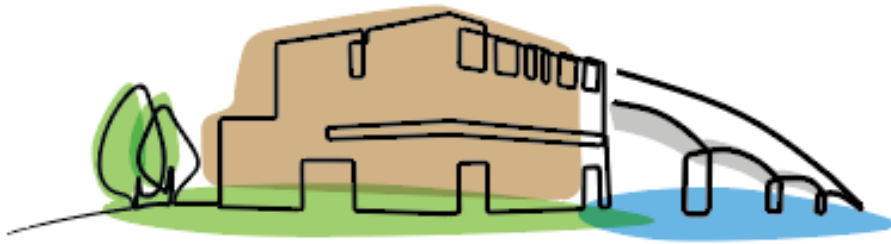


Valentine Primary School



VALENTINE PRIMARY SCHOOL

Equality Policy

Equality Policy			
Approved by:	Governing Body	Approval date:	Jan 2027
Last review date:	Jan 2025	Contact:	info@valentineprimary.co.uk
Next review date:	Jan 2027	Approvers signature:	Chair of Governing Body

Valentine Primary School's mission statement:

Valentine Primary School is devoted to nurturing each child's ability to articulate ideas and understanding, through oracy, instilling a lifelong skill for success. Our curriculum extends beyond the academic, fostering the talents of the whole child. We have created an environment that enables focused learning, free from distraction. With a commitment to communication, holistic growth, and intellectual stimulation, we empower pupils to express themselves confidently, embrace diverse challenges, and thrive as well-rounded individuals. Our mission is to prepare them for a dynamic world by providing a platform for their character, emotional, and social development.

Our 'I DREAM' values:

I		<p>Independent</p> <p>Being independent learners empowers us to explore, discover, and solve problems, fostering lifelong skills for personal growth.</p>
D		<p>Determined</p> <p>Being determined learners fuels our resilience, pushing us to overcome obstacles and achieve goals with unwavering dedication and success.</p>
R		<p>Reflective</p> <p>Being reflective learners allows us to learn from experiences, to make better choices and continuously improve.</p>
E		<p>Enquiring</p> <p>Being enquiring learners' sparks curiosity, driving us to ask questions, seek knowledge, and develop critical thinking skills.</p>
A		<p>Ambitious</p> <p>Cultivating ambition in class ignites a desire for mastery, pushing us to pursue excellence, take risks, and to be the best we possibly can be.</p>
M		<p>Motivated</p> <p>Being motivated is essential for success, it fuels perseverance, focus, and the drive to overcome setbacks on the path to achievement.</p>

Every child deserves a champion. An adult who will never give up on them, who understands the power of connection and who insists that they become the best they can possibly be.

Overview

St Mary's Partnership is committed to encouraging equality, diversity and inclusion among our workforce, and eliminating unlawful discrimination.

The aim is for our workforce to be truly representative of all sections of society and our customers, and for each employee to feel respected and able to give their best.

The school - in providing goods and/or services and/or facilities - is also committed against unlawful discrimination of customers or the public.

Aims

This policy's purpose is to:

1. Provide equality, fairness, and respect for all in our employment, whether temporary, part-time or full-time
2. Not unlawfully discriminate because of the Equality Act 2010 protected characteristics of:
 - age
 - disability
 - gender reassignment
 - marriage and civil partnership
 - pregnancy and maternity
 - race (including colour, nationality, and ethnic or national origin)
 - religion or belief
 - sex
 - sexual orientation
3. Oppose and avoid all forms of unlawful discrimination. This includes in:
 - pay and benefits.
 - terms and conditions of employment
 - dealing with grievances and discipline
 - dismissal
 - redundancy
 - leave for parents.
 - requests for flexible working
 - selection for employment, promotion, training or other developmental opportunities

Our commitments

1. Encourage equality, diversity, and inclusion in the workplace as they are good practice and make business sense
2. Create a working environment free of bullying, harassment, victimization, and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all staff are recognized and valued.

This commitment includes training managers and all other employees about their rights and responsibilities under the equality, diversity, and inclusion policy. Responsibilities include staff conducting themselves to help the organization provide equal opportunities in employment, and prevent bullying, harassment, victimization, and unlawful discrimination.

All staff should understand they, as well as their employer, can be held liable for acts of bullying, harassment, victimization, and unlawful discrimination, in the course of their employment, against fellow employees, customers, suppliers and the public

3. Take seriously complaints of bullying, victimization and unlawful discrimination by fellow employees,

customers, suppliers, visitors, the public and any others during the organization's work activities.

Such acts will be dealt with as misconduct under the organization's grievance and/or disciplinary procedures, and appropriate action will be taken. Particularly serious complaints could amount to gross misconduct and lead to dismissal without notice.

Further, sexual harassment may amount to both an employment rights matter and a criminal matter, such as in sexual assault allegations. In addition, harassment under the Protection from Harassment Act 1997 – which is not limited to circumstances where harassment relates to a protected characteristic – is a criminal offence.

4. Make opportunities for training, development, and progress available to all staff, who will be helped and encouraged to develop their full potential, so their talents and resources can be fully utilized to maximize the efficiency of the organization.

5. Make decisions concerning staff being based on merit (apart from in any necessary and limited exemptions and exceptions allowed under the Equality Act).

6. Review employment practices and procedures when necessary to ensure fairness and update them and the policy to take account of changes in the law.

7. Monitor the make-up of the workforce regarding information such as age, sex, ethnic background, sexual orientation, religion or belief, and disability in encouraging equality, diversity and inclusion, and in meeting the aims and commitments set out in the equality, diversity and inclusion policy.

Monitoring will also include assessing how the equality, diversity and inclusion policy, and any supporting action plan, are working in practice, reviewing them annually, and considering and taking action to address any issues.

Agreement to follow this policy

The equality, diversity and inclusion policy is fully supported by senior management and has been agreed with by the Governing Body.

Our disciplinary and grievance procedures

Use of the organization's grievance or disciplinary procedures does not affect an employee's right to make a claim to an employment tribunal within three months of the alleged discrimination.
