

Elham C.E. Primary School

'From Acorns to Oaks: Learning and Growing Together.'

Equality Statement May 2025



At our school, we embrace creation in our rural setting, striving to learn, contribute and achieve.

As #TEAMELHAM, we respect, support and inspire each other.

We are a community that holds each other to high standards, helping everyone to be the best they can be, held safe in the loving hands of God.

Our Narrative

New Living Translation John 6:5-14 Jesus Feeds the Five Thousand

5 Jesus soon saw a huge crowd of people coming to look for him. Turning to Philip, he asked, "Where can we buy bread to feed all these people?" **6** He was testing Philip, for he already knew what he was going to do.

7 Philip replied, "Even if we worked for months, we wouldn't have enough money^[a] to feed them!"

8 Then Andrew, Simon Peter's brother, spoke up. **9** "There's a young boy here with five barley loaves and two fish. But what good is that with this huge crowd?"

10 "Tell everyone to sit down," Jesus said. So they all sat down on the grassy slopes. (The men alone numbered about 5,000.) **11** Then Jesus took the loaves, gave thanks to God, and distributed them to the people. Afterwards he did the same with the fish. And they all ate as much as they wanted. **12** After everyone was full, Jesus told his disciples, "Now gather the leftovers, so that nothing is wasted." **13** So they picked up the pieces and filled twelve baskets with scraps left by the people who had eaten from the five barley loaves.

14 When the people saw him^[b] do this miraculous sign, they exclaimed, "Surely, he is the Prophet we have been expecting!"^[c]

Elham Church of England Primary School

Elham Church of England Primary School is a Church of England Voluntary Aided Primary School catering for children between the ages of 4 and 11 years. The school prides itself on being a church school with three specific values of respect, support and inspire based on the fundamental beliefs in one God, Jesus Christ, the Holy Spirit and the Anglican tradition

School Purpose

At Elham Church of England Primary School we provide an environment in which every member of our school community can flourish. We endeavour to do this by supporting every member of school and providing appropriate challenge when it is needed. This statement links closely to our SEND Accessibility Plan.

At Elham CEP School, we aim to meet our obligations under the Public Sector Equality Duty (PSED) by having due regard to the need to:

Eliminate discrimination, harassment, victimisation and other conduct that is prohibited by the Equality Act 2010.

Advance equality of opportunity between people who share a protected characteristic and people who do not share a relevant protected characteristic.

Foster good relations across all characteristics – between people who share a protected characteristic and people who do not share it. The protected characteristics are:

- Age
- Disability
- Gender reassignment
- Marriage or civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

At Elham we strive to:

- Be respectful of all others and committed to our strong Christian ethos in an atmosphere of mutual care and respect, celebrating the uniqueness of every individual (individual liberty)
- Celebrate achievement and diversity in all (mutual respect and tolerance)
- Commit to lifelong learning, promoted by curiosity, independence and enjoyment
- Aspire with passion, to be the best versions of ourselves at all times.
- Work as a community, united by common value (rule of law) where every voice is heard and valued (democracy)

EQUALITY STATEMENT

At Elham Church of England Primary School, we are committed to ensuring equality of opportunity for all pupils, staff, parents and carers irrespective of race, gender, disability, belief, sexual orientation, age or socioeconomic 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.

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 Elham, we believe that diversity is a strength which should be respected and celebrated by every member of our school community and all of our visitors.

Equality in 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 today's society.

Using materials that reflect the diversity of the school, population 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.

Seeking 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 admissions arrangements are fair and transparent and do not discriminate on the grounds of race, gender, religion, belief, disability and/or 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.

Complaint Handling and Record Keeping Any complaints made will be dealt with in accordance with School's Complaints Policy. Appropriate records of any such complaint will be kept by the school.

This statement was approved by the Governing Body on: 21st May 2025

**Signed: Trevor Gasson & Ed Robbins
(Co-Chairs of Governors)**

Date: 21st May 2025

**Signed: Claire Short
(Acting Headteacher)**

Date: 21st May 2025

Statement Review This statement will be reviewed every 4 years by the Headteacher. Next review due May 2029.