

Equality and Diversity

Crayke Church of England Primary School PTA

"Our children will grow up in an increasingly diverse world. Let's start their journey by showing them how the PTA finds common ground" Carol Rogerson



CRAYKE

CHURCH OF ENGLAND PRIMARY SCHOOL

Respect | Friendship | Forgiveness | Determination

"Follow your pathway and we grow together with confidence"

Approved by:

Chasa Committee

Date: Sept 2025

Next review due by:

Sept 2026

Contents

1. Aims	2
2. Legislation and guidance.....	2
3. Roles and responsibilities.....	3
4. Eliminating discrimination.....	3
5. Advancing equality of opportunity.....	3
6. Fostering good relations.....	3
7. Equality considerations in decision-making.....	3

CHASA are committed to diversity and inclusion. As such, we strive to make our PTA accessible, inclusive and representative of the diverse voices in our school community. We do not tolerate discrimination or harassment of a person based on their gender, race, sexuality, ability, ethnicity, religion, culture or background. Acts of discrimination or harassment will be treated with the utmost seriousness and will result in measures such as removal from PTA committee, disciplinary meeting with PTA chair and exclusion from events.

CHASA believes that those who have direct lived experience of an issue are best placed to shine a light on the challenges they face. At the same time, we understand that the responsibility for solutions does not rest solely on their shoulders. Everyone is personally accountable for their own education on diversity and inclusion and for raising their voices to advocate for solutions and improvements. Through working together, we can further understand one another and provide better, more appropriate and useful services for our school.

1. Aims

CHASA aims to meet its obligations under the Public Sector Equality Duty (PSED) by having due regard to the need to:

- Eliminate discrimination and other conduct that is prohibited by the Equality Act 2010
- Advance equality of opportunity between people who share a protected characteristic (age, race, disability, gender, religion) and people who do not share it
- Foster good relations across all characteristics – between people who share a protected characteristic and people who do not share it
- · We actively seek input from people of different backgrounds, ethnicities, genders, sexual orientations, abilities, and religions to make our events more inclusive and appropriate to the school community's needs.
- · We welcome feedback, constructive criticism and suggestions from the school community

2. Legislation and guidance

This document meets the requirements under the following legislation:

- [The Equality Act 2010](#), which introduced the Public Sector Equality Duty and protects people from discrimination
 - [The Equality Act 2010 \(Specific Duties\) Regulations 2011](#), which require schools to publish information to demonstrate how they are complying with the Public Sector Equality Duty and to publish equality objectives
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This document is also based on Crayke Church of England Primary School Equality Policy and Department for Education (DfE) guidance: [The Equality Act 2010 and schools](#).

3. Roles and responsibilities

CHASA committee will:

- Ensure that the equality information and objectives as set out in this statement are published and communicated throughout the school, including to staff, pupils and parent volunteers
- Ensure that the published equality information is updated at least every year, and that the objectives are reviewed and updated at least every 4 years

The Chairperson will:

- Promote knowledge and understanding of the equality objectives among CHASA volunteers

All volunteers are expected to have regard to this document and to work to achieve the objectives as set out

4. Eliminating discrimination

CHASA is aware of its obligations under the Equality Act 2010 and complies with non-discrimination provisions.

Volunteers are regularly reminded of their responsibilities under the Equality Act – for example, during meetings. Where this has been discussed during a meeting it is recorded in the meeting minutes.

Volunteers receive this policy to read as part of their induction.

5. Advancing equality of opportunity

As set out in the DfE guidance on the Equality Act, CHASA aims to advance equality of opportunity by:

- Removing or minimising disadvantages suffered by people that are connected to a particular characteristic they have (e.g. volunteers / pupils with disabilities)
- Taking steps to meet the particular needs of people who have a particular characteristic (e.g. enabling Muslim volunteers to pray at prescribed times, ensuring there are male and female toilets available for volunteers)
- Encouraging people who have a particular characteristic to participate fully in any activities (e.g. encouraging all pupils/ volunteers to be involved in the full range of CHASA events)
- Using CHASA funds to provide facilities, equipment and encourage people who have a particular characteristic to participate fully in any activities (e.g. encouraging all pupils/ volunteers to be involved in the full range of CHASA events)

6. Fostering good relations

CHASA aims to foster good relations between those who share a protected characteristic and those who do not share it by:

- Promoting tolerance, friendship and understanding of a range of religions and cultures through different events and celebrations.
- Working with our local community. This means organising school events and activities based around the local community
- Encouraging and implementing initiatives to support participation from all groups of pupils. For example, cheap or Free event places for children. All pupils are encouraged to participate in CHASA activities. We also work with volunteers to promote knowledge and understanding of different cultures

7. Equality considerations in decision-making

CHASA ensures it has due regard to equality considerations whenever significant decisions are made.

Distribution of CHASA funds to support all groups of pupils equally where possible.

CHASA always considers the impact of significant decisions on particular groups of pupils and volunteers. For example, when an event is being planned, the school considers whether the event:

- Is accessible to pupils / volunteers with disabilities
- Has equivalent facilities for boys and girls, Men and Women.
- Is financially affordable

We welcome your suggestions

CHASA values feedback and suggestions from everyone at Crayke Church of England Primary School. If you would like to get in touch about our approach to diversity and inclusion, please email bstubbins@crayke.n-yorks.sch.uk