



Equality Impact Assessment (EIA) Part 1: EIA Screening

Policies, Procedures or Practices:	R.E.	DATE:	Nov 2022
EIA CARRIED OUT BY:	Rebecca Pickering	EIA APPROVED BY:	Katherine Marks

Groups that may be affected:

Are there concerns that the policy could have a different impact on any of the following groups? (please tick the relevant boxes)	Existing or potential adverse impact	Existing or potential for a positive impact
Age (young people, the elderly; issues surrounding protection and welfare, recruitment, training, pay, promotion)		
Disability (physical and mental disability, learning difficulties; issues surrounding access to buildings, curriculum and communication)		
Gender reassignment (transsexual)		
Marriage and civil partnership		
Pregnancy and maternity		
Racial groups (consider: language, culture, ethnicity including gypsy/traveller groups and asylum seekers)	x	
Religion or belief (practices of worship, religious or cultural observance, including non-belief)	x	
Sex (male, female)		
Sexual orientation (gay, lesbian, bisexual; actual or perceived)		

Any adverse impacts are explored in a Full Impact Assessment



Frenchay
C of E Primary School
Believe • Belong • Become

Religious Education Policy

1 Rationale

- 1.1 Religious Education is central to the purpose of Frenchay C of E Primary and makes an important contribution to fulfilling the school's motto 'Believe, Belong, Become'. As a church school we see that our faith informs all aspects of our life together and commits us to search for truth.
- 1.2 Religious Education in Frenchay C of E Primary School explores how individuals and communities make meaning and sense of their lives through the great religions of the world. It enables pupils to know about, understand and respond to the important and ultimate questions of life. Religious Education is taught in such a way that it inspires pupils to explore, develop and affirm their own faith and values and have respect for the faith, beliefs and values of others.

2 Aims

- 2.1 At Frenchay C of E Primary School Religious Education aims to:
- To develop pupil's knowledge and understanding of Christian beliefs and practices so that they understand the importance of the bible, the role of the church and recognise that for Christians their faith provides a way of interpreting life and its meaning.
 - To develop knowledge and understanding of the beliefs and practices of some of the other principal religions in Britain.
 - To understand how belief may impact on culture, relationships, values and lifestyle.
 - To understand how belief can be expressed in a variety of ways, including art, dance, music, ritual celebration and in different cultural settings.
 - To assist pupils in their own search for meaning and purpose in life.
 - To enable pupils to develop spiritually, morally, culturally and socially by helping them to reflect upon personal feelings and relationships.
 - To help pupils develop a sense of awe, wonder and mystery.
 - To explore concepts love, forgiveness and sacrifice.

- To develop skills of reflection, empathy, communication, analysis and evaluation etc.
- To develop attitudes of respect, sensitivity, open mindedness and self-esteem.

3 Approach

- 3.1** Religious Education will be given at least 5% of curriculum time. In this school it is taught in accordance with the requirements of the LA through the 'S.A.C.R.E.' Agreed Syllabus: Mystery and Meaning. Lessons also utilise 'Understanding Christianity'.
- 3.2** 'S.A.C.R.E.' ensures that Religious Education contributes to children's spiritual, moral and cultural development
- 3.3** The agreed syllabus will be, in the main, Christian. The other World Religions taught are: Hinduism, Islam, Judaism and Sikhism

4. Legal Requirement

- 4.1** Parents have a legal right to withdraw their children from Religious Education lessons, but as Religious Education is so central to the life and identity of Frenchay C of E Primary School we would ask parent to discuss with the Headteacher any reasons they might have for doing this.

5 Key Principles

- 5.1** The scheme of work for Religious Education will maintain a balance between the two attainment targets: learning about Religious and Learning from Religious.
- 5.2** There will be clear learning outcomes for all units of work.
- 5.3** The scheme of work will ensure that there is continuity and progression for pupils and opportunities for assessment in both attainment targets.
- 5.4** A range of teaching and learning activities will ensure that pupils learn effectively and with interest.
- 5.5** A range of visitors will be invited to support the teaching of Religious Education, and where possible, there will be planned visits to places of worship.

6 Organisation

- 6.1** The Religious Education Curriculum is delivered using the South Gloucestershire Agreed Syllabus (updated in 2021) and 'Understanding Christianity'.

- 6.2** The teaching will be delivered through a variety of mediums including: I.C.T., books, artefacts and visits to places of worship (Hindu Temple, Synagogue and Muslim Temple). Close links with St. John the Baptist Church will enable each child to become familiar with Christian place of worship. Visitors from different faiths will be encouraged to come and share their beliefs in school.
- 6.3** The School's daily Collective Worship, led by staff, children and Church representatives, will provide each child with a knowledge of Christian Beliefs (see Collective Worship Policy)

8 Monitoring

- 8.1** The Religious Education co-ordinator will support and monitor the subject.
- 8.2.** The Religious Education co-ordinator will liaise with the Foundation Governors and they will report regularly to the governing body on the progress in Religious Education

Agreed with staff:

Signed:

Date:

Review date: November 2025