



Equality Information and Objectives Statement

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We welcome our duties under the Equality Act 2010. The school's general duties with regard to equality are:

- Eliminating discrimination.
- Fostering good relationships.
- Advancing equality of opportunity.

We will not discriminate against, harass or victimise any staff member, pupil, prospective pupil, or other member of the school community because of their:

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

We aim to promote pupils' spiritual, moral, social and cultural development, with special emphasis on promoting equality and diversity, and eradicating prejudicial incidents for pupils and staff. Our school is committed to not only eliminating discrimination, but also increasing understanding and appreciation for diversity.

Equality Objectives

The school is committed to promoting the welfare and equality of all its' staff, pupils and other members of the school community. To achieve this, the school has established the following objectives:

- Monitor changes to the curriculum to ensure they result in good outcomes for pupils in all vulnerable groups, and to review the curriculum considering new performance measures
- Improve the quality of support for pupils in all vulnerable groups in the classroom
- Continue to develop the nurture support offered to improve the well-being of pupils in all vulnerable groups.
- To tackle prejudice and promote understanding in relation to people with disabilities

The school will regularly review the steps being taken and the progress made towards the achievement of these objectives and, in line with the specific duties of the PSED, publish this information on the school website every year.

The school will update and publish its equality objectives at least every four years. (October 2025)

Aims to eradicate discrimination

We believe that a greater level of success from pupils and staff can be achieved by realising the uniqueness of individuals. Creating an inclusive environment where individuals feel confident and at ease is a commitment of the school. This environment will be achieved by:

- Being respectful to all. This is one of our core behaviour values which all children are aware of.
- Always treating all members of the school community fairly.
- Developing an understanding of diversity and inclusion and the benefits it can have through our curriculum and hidden curriculum such as assemblies

- Adopting an inclusive attitude and ensuring that the whole school community understands what inclusive behaviour looks like in the school and how this aligns with the school's values.
- Adopting an inclusive curriculum that is accessible to all.
- Challenging bias and calling it out in order to move the conversation forward.

We are committed to having a balanced, diverse and fair curriculum. We believe that our pupils should be exposed to ideas and concepts that may challenge their understanding, to help ensure that pupils learn to become more accepting and inclusive of others. Challenging and controversial concepts will be delivered in a way that prevents discrimination and promotes inclusive attitudes through a range of curriculum subjects, including, but not limited to R.E., PHSE and history.

Dealing with prejudice and celebrating diversity

We do not tolerate any form of prejudice-related incident.

The school is opposed to all forms of prejudice which stand in the way of fulfilling the legal duties referred to previously.

- prejudices around disability and special educational needs
- prejudices around racism and xenophobia, including those that are directed towards religious groups and communities, for example antisemitism and Islamophobia, and those that are directed against Travellers, migrants, refugees and people seeking asylum
- prejudices reflecting sexism and homophobia.

Prejudice-related incidents are identified and recorded using the CPOMs system. Actions and any follow ups are recorded through the same system. The headteacher regularly reports on this to the governing body including the numbers and types of prejudice related incidents. Whether direct or indirect, we treat discrimination against all members of our school with the utmost severity. When an incident is reported, our school is devoted to ensuring appropriate action is taken and a resolution is put into place which is both fair and firm.

Our pupils are taught to:

- Be understanding of others.
- Celebrate diversity.
- Be eager to reach their full potential.
- Be Inclusive and see all people as having equal value
- Be aware of what constitutes discriminatory behaviour.

The school's employees will not:

- Discriminate against any member of the school community.
- Treat other members of the school community unfairly.

The school's employees will:

- Promote diversity and equality.
- Encourage and adopt an inclusive attitude.
- Lead by example.
- Ask for support if they need to improve their knowledge in a particular area.

Throughout the year, the school provides a variety of opportunities to celebrate diversity, including:

- Planning activities for key diversity awareness days.
- Assemblies that focus on an area of diversity.
- Incorporating lessons about diversity into the curriculum.

Equality and dignity in the workplace

We do not discriminate against staff with regard to their:

- Age.
- Disability.
- Gender reassignment.
- Marital or civil partner status.
- Pregnancy or maternity.
- Race.
- Religion or belief.
- Sex.
- Sexual orientation.

Equality of opportunity and non-discrimination extends to the treatment of all members of the school community. All staff members are obliged to act in accordance with the school's various policies relating to equality.

We will guarantee that no redundancy is the result of direct or indirect prejudice. All disciplinary procedures are non-prejudicial, whether they result in warnings, dismissal, or any other disciplinary action.

Diversity and representation

We try to ensure that our pupil councils (school council, eco council, sports council and reading ambassadors) reflect the diversity of our school community and that our selection processes are accessible to all. We seek employees and governors that are representative of our school community. We carefully word adverts and ensure our recruitment is fair, rigorous and appropriate. Adverts aim to attract employees that share our values.

Inclusion

We see all pupils as of equal value regardless of whether or not they are disabled, their ethnicity, culture, national origin or national status, their gender or gender identity, their religious or faith background or their family makeup. We recognise and respect difference. We understand that treating people equally and as of equal value does not necessarily involve treating them all the same. Our policies, procedures and activities must not discriminate but must nevertheless take account of differences of life-experience, outlook and background, and in the kinds of barrier and disadvantage which people may face, in relation to the factors mentioned above.

Prejudice is not tolerated and we are continuously working towards a more accepting and respectful environment for our school community. We continue to tackle unconscious bias.