

# Whiteshill Primary School

## Equality Information and Objectives Statement

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.

### **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. One of our defining values in school is 'We are unique' and we encourage and celebrate the uniqueness of all our children and adults in school in a number of ways including a diverse and inclusive curriculum, celebrating achievements and events from life outside of school, allowing children to express themselves individually and feel respected and heard. We aim to limit and abolish prejudicial incidents by recording any incidents of discrimination and their nature, ensuring all staff follow a consistent approach to these incidents including ensuring that the perpetrators understand why they are discriminatory. This data is analysed through the Headteacher's report to Governors to help ensure the school is aware of any patterns or training needs. 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.
- Always treating all members of the school community fairly.
- Developing an understanding of diversity and inclusion and the benefits it can have.

- 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.
- Encouraging compassion and open-mindedness.
- 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.

### **Dealing with prejudice and celebrating diversity**

We do not tolerate any form of prejudice-related incident. 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. Please see the school behaviour and anti-bullying policies for more detail on how incidents are dealt with in school.

Where a prejudice-related incident has occurred we will work hard to consult and involve those affected by inequality in the decisions our school takes to promote equality and eliminate discrimination. This could involve meeting with parents and children to discuss their experience and learn from incidents, taking in to account their views on what changes the school can make.

Our pupils are taught to be:

- Understanding of others.
- Celebratory of diversity
- Self-confident and ambitious
- Inclusive
- 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 particularly through the school's curriculum and collective worship.
- Encourage and adopt an inclusive attitude.
- Lead by example.
- Seek training 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 the incorporation of lessons about diversity into the curriculum, particularly through

our SCARF lessons (Personal, Social, Health Education) and assemblies which promote and celebrate a range of diverse individuals, religious celebrations and awareness days.

### **Equality and dignity in the workplace**

Please see the DGAT equal opportunities policy for more detail as to how we ensure equality of opportunity for all staff.

### **SEND Inclusion**

Please see our SEND policy for more detail as to how we ensure an inclusive environment for all our learners.

Links to other school policies:

[Anti-bullying Policy](#)

[Behaviour Policy](#)

[DGAT Equal Opportunities Policy](#)

[Relationships and Health Education Policy](#)

[SEND Policy](#)