



# Equality Information and Objectives

2022-26

All Saints' CE Primary School

A handwritten signature in black ink, appearing to be "J. M.", is written above a horizontal line.

CEO SIGNATURE

n/a - operational/delegated to CEO

CHAIR OF TRUST BOARD SIGNATURE

27.9.22

(reviewed October 2023)

DATE

Published information reviewed annually & published at  
least every 4 years.

NEXT REVIEW DATE



## **Equality Information and Objectives Statement**

### **Opening statement**

All Saints' CE Primary is an inclusive school that believes that we are all equal. We promote individuality and nurture each child's and adult's well-being and academic progress.

We welcome our duties under the Equality Act 2010 and as a school we are committed to:

- 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.

We understand the need to foster good relationships between people to ensure cohesion within our school community. We are dedicated to ensuring that the school tackles issues of disadvantage and underachievement of different groups.

### **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.
- 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.
- Ensuring that all areas of school life are accessible to all.
- Making sure that no one is discriminated against when applying for a job or promotion or wanting to take part in training opportunities.

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. Any incidents of inequality will be investigated fully and reported to the governing body by the Head of School in their termly report. Information gathered about discriminatory acts will inform future training for staff and information workshops for parents.

Our pupils are taught to be:

- Understanding of others.
- Celebratory of diversity.
- Eager to reach their full potential.
- Inclusive by showing a good understanding of the varying needs of others, the different make-up of families, the different faiths worshiped by others and the range of different ethnicities that make up our school and wider community.
- 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.
- 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:

- Planning activities for key diversity awareness days.
- Inviting guest speakers to talk to pupils about 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**

As a school we ensure:



- Visual displays reflect the diversity of the school community.
- Minority ethnic, disabled and both male and female role models and those of vulnerable groups are promoted positively in lessons, displays, discussions and whole school worships.
- The school takes part in events such as awareness of issues around race, disability and gender.
- The school environment is increasingly accessible to pupils, staff and visitors to the school.
- Parent-teacher meetings, parent workshops and other events which parents, carers and the community attend, are held in an accessible part of the school and issues such as language barriers are considered.
- The accessibility needs of parents, pupils and staff are considered in the publishing and sending out of information.
- The Governing Body is increasingly representative of the community it serves.
- Procedures for the election of parent governors are open to candidates and voters who are disabled.

## **Inclusion**

- The school collects information on race, disability and gender with regards to both pupils and staff, e.g. pupil achievement, attendance, exclusions and staff training.
- This information is used to inform the policies, plans and strategies, lessons, additional support, training and activities the school provides.
- The school analyses pupil achievement in terms of progress and standards for different groups and takes action when the trends or patterns indicate a need.
- The school sets objectives to improve outcomes for vulnerable pupils and monitors progress on reaching these objectives.
- The Head of School has responsibility for coordinating the implementation of the policy and monitoring outcomes.
- The school ensures that all staff understand and implement the key requirements of the Equality Policy.
- The school ensures that visitors to the school understand and follow the key requirements of the Equality Policy.
- The curriculum includes opportunities for all pupils to understand and celebrate diversity and difference.
- All groups of pupils are encouraged to participate in school life and make a positive contribution, e.g. through extra-curricular clubs, the school council and school visits.
- The school monitors bullying and harassment of pupils in terms of difference and diversity (i.e. different groups) and takes action if there is a cause for concern.



### **Closing statement**

Prejudice is not tolerated and we are continuously working towards a more accepting and respectful environment for our whole school community. We ensure access for all pupils to a broad and balanced curriculum, removing barriers to participation where necessary. We will take positive and proportionate action to address the disadvantage faced by particular groups of pupils with particular protected characteristics, such as targeted support and interventions.

The school's Equality Policy further outlines the school's policies regarding equality.