

# Bentley Heath C E Primary School



## Equality Statement and Objectives

Date written	<b>September 2023</b>
Date agreed and ratified by Local Academy Board	<b>November 2023</b>
Date of next full review	<b>November 2024</b>

## Opening 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.
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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. Creating an inclusive environment where individuals feel confident and at ease is a commitment of the school. This environment will be achieved by:

- Ensuring our 6 key values underpin school life and our curriculum
- 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.

Our pupils are taught to be:

- Understanding of others.
- Celebratory of diversity.
- Eager to reach their full potential.
- 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.
- 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.

## Our Equality Objectives

The Equality Act 2010 requires us to publish specific and measurable equality objectives. Our equality objectives are based on our analysis of data and other information. Our equality objectives focus on those areas where we have agreed to take action to improve equality and tackle disadvantages.

Our Equality Objectives are:

- Educate all about discrimination and prejudice and promote a harmonious environment
- Strive for all pupils regardless of ethnicity, age, gender to achieve the highest possible standards in their learning and make good progress;
- Ensure that the appointment of staff is in line with equal opportunities legislation.

### How Bentley Heath C E Primary School are meeting the objectives:

Objective	Implementation
Educate all about discrimination and prejudice and promote a harmonious environment	<ul style="list-style-type: none"> <li>➤ Educate all about discrimination and prejudice and promote a harmonious environment</li> <li>➤ Weekly PSHE lessons from Jigsaw.</li> <li>➤ Discussions during class collective worship</li> </ul>
Strive for all pupils regardless of ethnicity, age, gender to achieve the highest possible standards in their learning and make good progress	<ul style="list-style-type: none"> <li>➤ Quality First Teaching strategies that challenge.</li> <li>➤ Training provided throughout the year to promote and provide strategies to deliver Quality First Teaching</li> </ul>
Ensure that the appointment of staff is in line with equal opportunities legislation	<ul style="list-style-type: none"> <li>➤ Senior members of staff are Safer Recruitment trained</li> <li>➤ Ensure School Governors are also Safer Recruitment trained.</li> <li>➤ Policy and procedures are adhered to and records of recruitment</li> </ul>