

Equality Information and Objectives Statement

Nelson St Philip's Church of England Primary School



Member of staff responsible: Miss R Moulden

Date Policy Reviewed: Autumn 2023

Date Approved by Governors: Autumn 2023 (Pending)

Date to be reviewed: Autumn 2024



Our Vision Statement

We love to learn. We learn to love.

With Christ as our Guide,

We love and learn together.

Our children are encouraged to respect their own faith and those of others in our caring Christian environment.

Christian values lie at the heart of all we do.

'God is love, and all who live in love live in God, and God lives in them.'

1 John 4:16

Living out our vision, we aim to:

Guide our children to prepare them for life; Respect themselves and one another; Aspire to achieve their highest potential; Care for the local and wider community; Every child is special in God's eyes.

GRACE

Guide Respect Aspire Care Each of us is special

Equality Information 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.

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:

- 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.

Celebrating Diversity, Representation and Inclusion

Throughout the year, we foster an inclusive environment, ensure that all groups are represented and celebrate the success of all members of our school community. Our carefully planned whole school curriculum is balanced, diverse and fair. 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. Our staff are fully trained to incorporate lessons about diversity in a sensitive and informative way in order to meet the learning requirements in each year group.

Our subject leaders plan activities for key diversity awareness days, for example, Black History Month, Children's Mental Health Week, Safer Internet Day and Remembrance Sunday.

Guest speakers from a wide range of backgrounds are invited into school to talk to pupils about diversity links which our curriculum topics from EYFS to Year 6 cover. Examples of this include visits from people of different faiths, visits to a wide range of religious buildings, as well as acknowledging festivals and special days throughout the school year.

We work with all our stakeholders to help pupils achieve their potential. All parents/carers are encouraged to participate in the full life of the school. For example: The Art Gallery Exhibitions, Celebration Assemblies, Class Collective Worship, Fundraising Events and Sports days. Members of the local community are encouraged to join in school activities. Members of the church are invited to events in school. Church members also run a Messy Church Club which is promoted in

school. All pupils are encouraged to reach their potential. Children with physical difficulties, hearing impairments and visual impairments are provided with equipment to ensure they can access the curriculum. For example, iPads can be linked up with the teacher's whiteboards and exercise books with darker print lines can be used. We make reasonable adjustments for children with Social, Emotional and Mental Health needs. If a child has mental health needs they can be supported by our Mental Health Lead, with support provided by various services, for example East Lancashire's Mental Health Support Team. Children with cognition and learning needs are supported through cycle of assess, plan do and review. Curriculum work is differentiated so that the child is included in the learning of the class. In some cases, children need a personalised curriculum, which is decided on alongside the SENDCo.

Equality Objectives Opening Statement

Prejudice is not tolerated and we are continuously working towards a more accepting and respectful environment for our school community.

Aims to Eradicate Discrimination

The school plans, over time, to increase the accessibility of provision for all pupils, staff and visitors to the school in order to reduce and eliminate barriers, leading to full participation in the school community for pupils, staff and visitors with a disability.

Our objectives for 2022-2025 are:

Objective 1: To increase the extent to which pupils with disabilities can participate in the school curriculum.

Objective 2: To improve the physical environment of the school to increase the extent to which pupils, staff and visitors with disabilities can take advantage of education and associated services.

Objective 3: To signpost parents/carers to additional information and services available to them.