



## **Policy: Equality Objectives**

**Date: January 2020**

**Review date: January 2023**

**Authorised by: Governing Body**

**Updated by: Head Teacher**

### **Introduction**

As a Church of England School we identify Christian values that underpin the work of the whole of our community. These values inform our school's vision, aims and ethos, the design of our curriculum, all policies, planning and the school's management and governance. The values that relate particularly to this Policy are Love and Respect.

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

- Gender
- Race
- Disability
- Religion or belief
- Sexual orientation.
- Gender reassignment
- Pregnancy or maternity

Upton St Leonards C of E Primary School aims to promote pupils' spiritual, moral, social and cultural development with special emphasis on promoting equality, diversity and eradicating prejudicial incidents for pupils and staff. Our school is committed to not only eliminating discrimination but also increasing understanding and appreciation of diversity.

### **Aims to eradicate discrimination**

At Upton St Leonards C of E Primary School we aim to eradicate discrimination. Our school believes that a greater level of success from pupils and staff can be achieved by realising the uniqueness of individuals. Creating a prejudice-free environment where individuals feel confident and at ease is a commitment of our school and the Hub. This environment will be achieved by:

- Being respectful
- Always treating all members of the school community fairly
- Developing an understanding of diversity and the benefits it can have
- Adopting an inclusive attitude
- Adopting an inclusive curriculum that is accessible to all
- Encouraging compassion and open-mindedness

*All of these are underpinned through our Bronze expectations of children being **Ready, Respectful and Safe.***

Here at Upton St Leonards C of E Primary School, 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 instead promotes inclusive attitudes.

### **Dealing with prejudice**

Upton St Leonards C of E Primary School does not tolerate any form of prejudice related incident. Whether direct or indirect, we treat discrimination against all member of our community with the utmost severity. When an incident is reported we are devoted to ensuring appropriate action is taken and a resolution is put into place which is both fair and firm.

At Upton St Leonards C of E Primary School we embed the following, to help prevent prejudices against others:

- To be understanding of others
- Be celebratory of cultural diversity
- Eagerness to reach full potential
- Inclusive practice, by encouraging and adopt an inclusive attitude
- Aware of what constitutes discriminatory behaviour
- A promotion of diversity and equality
- Leading by example

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

Here at Upton St Leonards C of E Primary School, we aim to promote equality and dignity in the workplace. We do not discriminate against staff regardless of their:

- Age
- Disability
- Gender reassignment
- Marital or civil partner status
- Pregnancy or maternity
- Race, colour, nationality, ethnic or national origin
- Religion or belief
- Sex or 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 our policies relating to equality. *Working together to build a love of life, a love of learning and a love of one another.*

### **Equality Information**

We recognise that the public sector equality duty has three aims and they are:

- To eliminate unlawful discrimination, harassment and victimisation and other conduct under the Act
- To advance equality of opportunity between people who share a protected characteristic and those who do not within our school and wider school community
- To foster good relations between people who have a shared characteristic and those who do not

The leadership team and governors at Upton St Leonards C of E Primary School will annually review how well we achieve these aims with regard to protected groups under the Equality Act 2010 within the school community (race, disability, gender, gender re-assignment, age, pregnancy and maternity, marital status, sexual orientation, religion and belief and sexual orientation).