



Sytychampton Endowed Primary School

Equality Information and Objectives Statement

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 – this is one of our core values
- Always treating all members of the school community fairly.
- Developing an understanding of diversity and inclusion and the benefits it can have (through curriculum teaching e.g. PSHE, RE, History, Geography and also whole school assemblies and events)
- 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. All behaviours are logged and tracked using our online system My Concern. Profile flags on this system enable us to swiftly identify any prejudice related incidents and act upon them.

Our pupils are taught to be:

- Understanding of others
- Celebratory of diversity
- Eager to reach their full potential.
- Inclusive (we ensure that all pupils access the same opportunities and curriculum)
- 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 (some examples include Diwali, Chines New Year, Anti-Bullying Week, Autism Awareness Week)
- Inviting guest speakers to talk to pupils about diversity
- Incorporating lessons about diversity into the curriculum (Not only within out PSHE and RE lessons, but across the entire curriculum we have endeavoured to weave opportunities for our pupils to experience and understand a range of differences and cultures)

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

We have identified, that the Cultural Capital our pupils need, is a greater understanding of diversity in all of its forms. As a staff, we strive to identify opportunities to ensure that all groups are represented in our school community. Some examples include:

- We have designed our Curriculum to incorporate opportunities to learn about a diverse range of people and events across a range of cultures and backgrounds (e.g. History – Rosa Parks, Windrush Generation Geography – Floods in Bangladesh PE – Inclusion Games and the Paralympics)
- Teaching resources that represent a range of cultures, ethnicities, special needs, types of relationships e.g. books, dolls

Inclusion

[In this section, detail how your school fosters an inclusive environment for all members of the school community. An example has not been provided in this instance as the measures you have in place will be very dependent on your school's circumstances and your school community.]

Sytchampton Endowed Primary school welcomes pupils and families of all ability, background, and sexual orientation. We value every individual, and our Vision is to help every child to discover their unique talents and abilities and nurture those to help them to achieve their full potential.

Our core values of Respect, Kindness, Honesty, Determination and Self-Belief are embedded in every element of our school day and curriculum. We hold weekly assemblies which focus upon these values in a range of contexts and reward pupils for demonstrating them with Barnabee Tea nominations. We work closely with families of pupils with additional or complex

needs to ensure that they are supported to achieve their full potential and fully participate in all elements of school life.

Closing statement

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

The school's Equality Information and Objectives Policy further outline the school's policies regarding equality.