



Chapelford Village Primary School Equal Objectives Statement

Opening statement

We welcome our duties under the Equality Act 2010. The school's general duties, with regards to equality are:

- Eliminating discrimination.
- Fostering good relationships.
- Advancing equality of opportunity.

We will not discriminate against, harass or victimise any 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 a prejudice-free 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 the benefits it can have.
- Adopting an inclusive attitude.
- Adopting an inclusive curriculum that is accessible to all.
- Encouraging compassion and open-mindedness.

We are committed to having a balanced 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. We will also respect the right of parents to withdraw their children from certain classes which pose conflicts to their own beliefs.

Dealing with prejudice

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, through our thorough reporting procedure, 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 cultural 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 employee's will:

- Promote diversity and equality.
- Encourage and adopt an inclusive attitude.
- Lead by example.

Equality and dignity in the workplace

We do not discriminate against staff with regards 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.

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 Equal Opportunities Policy and Equal Opportunities and Dignity at Work Policy further outline the school's policies regarding equality.

The information below is paying due regard to and complying with current equality legislation up to and including the Equality Act 2010.

Equality Act 2010

The general duty has three parts to which public authorities must pay due regard:

- 1) To eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this act.
- 2) To advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it.
- 3) To foster good relations between persons who share relevant protected characteristic and persons who do not share it.

The Equality Scheme and Policy fulfils statutory requirements under the terms of legislation. As it is a public document, the school governors publish it by making it available on request and by sending an electronic copy for monitoring purposes to the local authority.

Vision for Equality

Our aim is to provide education for all, acknowledging that the society within which we live is enriched by diversity.

We will strive to ensure that the culture and ethos of the school reflects and celebrates the diversity of all members of the school and wider community.

In accordance with our Mission Statement, we pledge to respect the equal human rights of all our pupils and to educate them about equality and to respect difference.

Pupils and other members of the school community will be provided with the opportunity to experience, understand and celebrate diversity.

We will therefore seek to ensure that everyone is equally valued and treats one another with respect and fairness.

We will proactively seek to review and restructure the cultures, policies and practices in school to ensure that we comply with the relevant legislation in relation to race equality, disability equality and gender equality.

We will promote community cohesion at school so that our children are welcoming and responsive to the full diversity of people locally, nationally and globally.

Other documents available in relation to this include:

- Equality Information and Objectives Policy – available on website and in school
- Accessibility Policy -available on website.
- Accessibility Plan - available on website