Preesall Fleetwood's Charity CE School

Equality and Diversity Policy

Our School Vision Statement

'You are the light of the world. A school built on a hill cannot be hidden.'

Matthew 5:14 (adapted)

We will do our best, be kind, share ourselves with our community and shine from our hill, out into the world. At Fleetwood's Charity, we create a happy caring environment based on Christian Values, where we value every child and encourage them to strive for their highest standards of achievement. We ensure that our young people go into the world as confident, independent, responsible citizens with a love for learning.

Date of policy: September 2026

Agreed by Governing Board on …tbc…

Policy will be reviewed by September 2027

At **Preesall Fleetwood's Charity Primary School** 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:

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

Preesall Fleetwood's Charity 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 for diversity.

Aims to eradicate discrimination

Preesall Fleetwood's Charity 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 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 instead promotes inclusive attitudes. We will also respect the right of parents to withdraw their children from classes which pose conflicts to their own beliefs.

Dealing with prejudice

Preesall Fleetwood's Charity School does 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 a 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.

At **Preesall Fleetwood's Charity School**, 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
- Treat other members of the school unfairly

The school's employee's will:

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

Equality and dignity in the workplace.

Preesall Fleetwood's Charity School does not discriminate in any way against the following protected charactersitics.

- 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.

The steps involved in meeting the needs of disabled persons that are different from the needs of persons who are not disabled include (in particular) steps to take account of disabled persons' disabilities. Compliance with the duties in this section may involved

treating some persons more favourably than others: but that is not to be taken as permitting conduct that would otherwise be prohibited by the relevant legislation.

All staff members are obliged to act in accordance will 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.

What's next?.

Prejudice is not tolerated at **Preesall Fleetwood's Charity School** and we are continuously working towards a more accepting and respectful environment for our school's community. Please see our Equality Objectives document.

Date of Policy: August 2023

Date agreed by board of Governors:

Date of Review: August 2024