



## Montreal C of E Primary School

### Equality Information and Objectives Statement

This statement sits under the school vision to:

'Love others as well as you love yourself.'

And reflects our core values of: Love Hope and Respect

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.

**[Updated] Aims to eradicate discrimination**

**[Updated]** [In this section, introduce how your school aims to limit and abolish prejudicial incidents. Listing ways in which your school is attempting to create a prejudice-free environment and how this environment will be achieved is a good approach. In this section, reference how the school will monitor and evaluate data relating to incidents of discrimination and how this data will be broken down by the different protected characteristics to inform the school of what training staff need to support pupils. An example is provided below.]

**[Updated]** 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.
- **[Updated]** 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.
- **[New]** Challenging bias and calling it out in order to move the conversation forward.

**[Updated]** 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.

### **[Updated]** Dealing with prejudice and celebrating diversity

**[Here, write a brief explanation of your school's procedure for dealing with prejudice-related incidents and how your school celebrates diversity. It should be phrased in a way that your readers can access and understand; field-specific jargon should be clarified. Readers should feel confident in the school's procedure and understand the processes that are followed. An example is provided below.]**

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.

**[Updated]** Our pupils are taught to be:

- Understanding of others.
- Celebratory of diversity.
- Eager to reach their full potential.
- **[Updated]** Inclusive. **[Make sure you provide detail about what inclusive behaviour looks like in your school.]**

- 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.

**[Updated]** The school's employees will:

- Promote diversity and equality.
- Encourage and adopt an inclusive attitude.
- Lead by example.
- **[New]** Seek training if they need to improve their knowledge in a particular area.

**[New]** 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**

**[Provide a brief outline of your school's policy for ensuring prejudicial incidents against staff are eradicated, and explain that any staff dismissals will be non-prejudicial. An example is provided below.]**

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.

### **[New] Diversity and representation**

**[In this section, outline how your school is working to ensure that all groups are represented in 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.]

### **[New] 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.]

### **Closing statement**

[Use this section to summarise your school's attitude on promoting equality. An example is provided below.]

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](#), [Pupil Equality, Equity, Diversity and Inclusion Policy](#) and [Staff Equality, Equity, Diversity and Inclusion Policy](#) further outline the school's policies regarding equality.