

St Nicholas C of E Primary School



Equality Statement 2020 - 2024

Adopted November 2020

Reviewed November 2022

Signed: _____ (Chair of Governors)

At St Nicholas C of E Primary School we are committed to ensuring equality of education and opportunity for all children, staff, parents and carers receiving services from the school, regardless of race, gender, disability, faith or religion or socio-economic background. We aim to develop a culture of inclusion and diversity in which all of those connected to our school feel proud of their identity and feel able to participate in school life.

The achievement of pupils will be monitored by race, disability and gender, and we will use this data to support pupils, raise standards and promote inclusive teaching. We will tackle discrimination by the positive promotion of equality, challenging bullying and stereotypes and creating an environment which champions respect for all, led by senior leaders. We believe that diversity is a strength, which should be celebrated by all members of our community.

As a school we aim to:

- treat all individuals connected with our school as unique individuals with their own individual strengths, abilities and talents, challenges, attitudes, background and experience
- establish and develop a school ethos which promotes equality, respect and understanding, able to challenge myths and stereotypes
- to promote inclusivity for all groups and individuals
- having high expectations for all, adults and children
- encouraging and supporting self-belief and high self-esteem in everyone
- valuing our similarities and difference, tackling challenges with integrity, demonstrating our school values
- monitoring and reviewing these areas to work for continual improvement

Equality Objectives 2020 – 2024

To eliminate unlawful discrimination, harassment and victimisation

Objective:

To ensure that the needs of all members of the school community particularly those with protected characteristics, are considered and taken into account when considering policies and procedures.

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Success Criteria:

Policies and procedures reflect and meet the needs of all members of the school community as described above. This needs to be reviewed annually or as circumstances and legislation dictate.

To promote equality of opportunity for all groups and members of the school community

Objective:

To ensure progress monitoring is robust, regular and leads to action

To widen opportunities for vulnerable groups and families

Success Criteria:

To work to close gaps between the attainment and progress of disadvantaged and non-disadvantaged groups

To monitor opportunities for disadvantaged pupils across the school

To promote positive relationships based on dignity and respect across the school

Objective:

To develop understanding of respect and dignity of the individual across the school, based on British values and the C of E Vision for Education.

Success Criteria:

Children and adults are exposed to different cultures, attitudes and beliefs in a meaningful way, using first hand experiences and appropriate resources supporting language, attitudes and behaviour in line with our ethos; children are prepared for life in modern Britain.

To be reviewed at least annually