

## **Littledean Church of England Primary School**

### **Quality Objectives 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, potential 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 children's spiritual, moral, social and cultural development with special emphasis on promoting equality and diversity, and eradicating prejudicial incident for children 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 children 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 and understanding of diversity and the benefits it can have.
- 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 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 and fair curriculum that meets the specific needs of our children. We believe that our children should be exposed to concepts and ideas that might challenge their understanding, to help ensure that they 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**

We do not tolerate any form of prejudice-related incident. Whether direct or indirect, we treat discrimination against all members of our school community with the utmost severity. When an incident is reported, our school is devoted to ensuring appropriate action is taken and a resolution put in place which is both fair and firm.

Our children 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 schools 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.

### **Equality and Dignity in the Workplace**

We do not discriminate against staff with regards to their:

- Sex
- Age
- Race
- Disability
- Religion or belief
- Sexual orientation
- Gender reassignment
- Pregnancy or maternity
- Marriage and civil partnership

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.

This Statement should be read in conjunction with the following policies:

- Equal Opportunities
- Accessibility Policy and Plan
- SEND
- Inclusion

**Reviewed: November 2022**

**Approved by FGB 27/9/2023**

**Next Review – November 2026**