



Shanklea Primary School

**Equality Information and
Objectives Statement:
January 2023-January
2027**

Equality Information and Objectives Statement

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.

Aims to eradicate discrimination

At Shanklea Primary, we aim to reduce and ultimately eliminate prejudicial incidents by fully educating all pupils and families through:

- Teaching and learning about protected characteristics through SCARF (PHSE Scheme).
- Closely monitoring all incidents and reporting these to the governing body with appropriate actions and restorative discussions.
- Using Picture News weekly to further embed protected characteristics and British Values.
- Reviewing and adjusting safeguarding planner wherever necessary to meet the needs of pupils.

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:

- Following our motto: Together Everyone Achieves More and our shared values: Safety, Caring, Achievement, Resilience and Friendship,
- Always being respectful.
- Always treating all members of the school community fairly.

- Developing an understanding of diversity and inclusion 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's 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, 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.

Dealing with prejudice and celebrating diversity

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, Shanklea is devoted to ensuring appropriate action is taken and a resolution is put into place which is both fair and firm.

Following each incident, a record will be made on CPOMS, then an investigation led by the Head Teacher will take place to understand the situation. From there, the Head Teacher will decide which action to take. In all incidents, parents will be informed and a restorative discussion will take place with all parties. Additional PHSE lessons may also be put in place.

Our pupils are taught to:

- Understand others.
- Celebrate diversity and
- Strive to achieve their full potential and be inclusive of others.
- Stand up to discriminatory behaviour and report it immediately.

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 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.

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

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.

For further information, please see the Staff Handbook.

Equality Objectives

Objective 1:

- To continue to embed an inclusive school community where everyone feels safe and valued and free from discrimination.

Actions:

- To work towards the Rainbow Flag Award or ensuring inclusion is at the heart of our curriculum.
- To conduct and analyse pupil voice in relation to sexism, homophobia, racism and act upon results.
- To ensure all pupils feel there is someone they can report incidents to in school.
- To arrange events to raise awareness/ educate throughout the school year e.g. Antbullying Week, E-Safety Day, police visits and child friendly Child Protection and Safeguarding Policy.
- For the Safeguarding governor to review as part of their work.

Impact:

- Pupils feel confident to stand up and report incidents in school or in the school community.

- All staff know how to report and deal with incidents in school and the community.

Objective 2:

- To raise awareness within the school community of the barriers groups of our school community could face and the gifts these protected characteristics bring to our school community e.g. ethnic minority, disabilities, religions or nationalities.

Actions:

- To encourage pupils and parents to lead workshops and events to raise awareness of autism and ADHD, diabetes and national mental health days/ weeks.
- To celebrate Diwali and Eid throughout school.
- Mark and celebrate LGBTQ+ month.
- To continue to develop a curriculum that reflects Black history in all year groups.

Impact

- The school community celebrates difference and works together to reduce barriers that groups in our community may face.

Objective 3:

- To ensure everyone feels valued and represented.

Actions:

- To actively encourage SEND pupils to be involved in all aspects of school e.g., after school clubs and leadership roles etc. To monitor involvement and report on this.
- To lead workshops for SEND parents to enable them to fully support their children and put plans in place to ensure they can access the next stage of their education fully and prepare them for adulthood.
- To continue to develop our curriculum to inspire our female community through ensuring gender equality and challenging stereotypes. For example through the inclusion of inspirational women of the past and aspirations for the future and in sports/ science, maths etc.
- Sports Premium is spent inclusively, to ensure more children with protected characteristics access a range of sports and competition. This will then be reported to governors.
- A mental health and wellbeing group is set up for the staff through the Better Health at Work Award.

Impact:

- Increased representation across the curriculum and clubs of pupils, staff and the community with protected characteristics.

Prejudice is not tolerated and we are continuously working towards a more accepting and respectful environment for our school community.

Shanklea's Equality Information and Objectives Policy and Staff Handbook further outline the school's policies regarding equality.