

## Equality Information and Objectives Statement

### Opening 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**

Prejudice is not tolerated at St Laurence School. Where there is an incident of alleged or confirmed prejudice, we record this onto My Concerns. Such incidents are tackled directly and sanctions are put into place. In addition to this, work is done with the child/ren to ensure that they understand how prejudice is harmful to others and the school community as a whole. Incidents of discrimination are tracked by the SLT via My Concerns and any trends are dealt with through education both in the classroom and during whole school collective worship through our school values.

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.
- 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. Tolerance and mutual respect are taught through Collective Worship and are woven into the curriculum throughout the school.

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

Our pupils are taught to be:

- Understanding of others.
- Celebratory of diversity.
- Eager to reach their full potential.
- Inclusive of everyone
- 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 school's employees will:

- Promote diversity and equality through PSHE and the school's core values.
- 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.
- Celebrating festivals and events that are important to a variety of cultures, especially those celebrated by children and families in our community

### **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.

### **Diversity and representation**

We welcome children and families from all faiths and backgrounds into our school community. Our values and beliefs are based in Christianity but aim to be inclusive and

universally applicable. We celebrate many festivals from other faiths and cultures through collective worship and classroom activities. We encourage families to share their own cultural experiences with us and aim to expose our children to cultural capital through visits and experiences outside of their day to day lives. We allow all parents equal opportunities to become involved in school life through open afternoons, parent governors and the Friends of St Laurence. These events are open to all and we are happy to welcome any families that wish to participate.

### **Inclusion**

At St Laurence we are proud to foster an environment of inclusion where everyone is welcome. We use communication systems that allow for easy translation so that all parents can access information equally. We educate our children on their similarities and differences from EYFS through to Year 6. Our children are taught to appreciate each others' differences and that equity is achieved through giving everyone opportunities and sometimes this may involve additional support, time or resources.

### **Closing statement**

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

