



Spring Gardens Primary School

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.

Basic Characteristics of the school (Nursery – Year 6)

No. of pupils	356	Any Other Asian Background	1.4%
Boys	45.5%	Bangladeshi	0.8%
Girls	54.5%	White – British	91%
Pupil Premium	40.7%	Any other mixed background	2%
Not White British	9%	White and Black African	0.3%
1 st Language not English	4.5%	Any other Ethnic Group	0.6%
SEN	23%	Indian	0.3%
		White – Irish	0.3%
		White and Asian	0.6%

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

In accordance with our School Values, we aim to:

- respect the equal human rights of all our pupils;
- educate all about equality; and

- respect the equal rights of our staff and other members of the school community.

To achieve this, we will adopt the following methods:

- Embedding equality within all teaching and resources
- Using key data indicators to understand the needs and characteristics of our school
- Promoting community cohesion at all opportunities
- Promoting parental engagement and regularly reviewing to ensure all are offered opportunities for this
- Investing in regular staff training
- Using key data, such as measures of wellbeing, to monitor the progress of pupils with protected characteristics.
- Regularly reviewing our equality policy to ensure it reflects current trends and issues.

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.

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

- 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.
- 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 through;

- Planning activities for key diversity awareness days
- Inviting guest speakers to talk to pupils about diversity
- Incorporating lessons about diversity into the curriculum
- Being pro-active in encouraging discussion if and when a situation arises where it is needed.

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

At Spring Gardens Primary, we develop our curriculum to be as representative of the world and our community as possible. We aim to celebrate diversity and promote acceptance and respect. We want a curriculum that allows our children to regularly learn about, and be inspired by, individuals of all abilities from all backgrounds, cultures, genders, sexualities, religions and

ethnicities. We aim that the celebration of differences is embedded in our lessons and discussed frequently at every opportunity possible throughout the year.

Inclusion

Spring Gardens Primary School is a fully inclusive school that ensures that all pupils achieve their potential, personally, socially, emotionally, physically and educationally. We believe it is essential to provide a well balanced, challenging curriculum for all children. We are committed to ensuring that all children, including those with Special Educational Needs or Disability [SEN/D], receive a high quality, accessible and inclusive curriculum.

We are committed to promoting equality of opportunity regardless of race, belief, disability, sexual orientation, gender or class and to provide equality of access for all.

We believe it is important that children acquire skills, knowledge and confidence that can be applied to all future learning experiences; these include social, physical, moral and spiritual development. We strive to provide a school environment that is secure, stimulating, supportive and memorable, whereby each child feels valued as part of our community and encouraged to achieve their full potential.

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

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