



FLASH LEY COMMUNITY PRIMARY SCHOOL AND NURSERY

EQUALITY OBJECTIVES STATEMENT

Approved by: Chair of Governors

Date: June 2023

To be reviewed: June 2024

Introduction

Flash Ley Primary School recognise and welcome our duties under the Equality Act 2010. The general duties with regards to equalities are:

- Eliminating discrimination
- Fostering good relationships
- Advancing quality of opportunity

We will not discriminate, harass or victimise any pupil, prospective pupil, employee 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.

We will meet our duty by publishing and reviewing this document at least every four years. In addition, as detailed within the School's Equal opportunity policy: pupils will:

- Produce an Accessibility Plan and review this every 3 years.
- Include specific equality targets in whole school development plan and report annually on progress to the Governing Board.

Aims to eradicate discrimination

We believe that a greater level of success from pupils 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
- Adopting an inclusive attitude
- Adopting an inclusive curriculum that is accessible to all
- Encouraging compassion and open-mindedness

Flash Ley Community Primary School is committed to having a balanced 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. We will also respect the right of parents to withdraw their children from certain classes which pose conflicts to their own beliefs.

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 with utmost severity. When an incident is reported, we are 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 cultural diversity
- Eager to reach their full potential
- Inclusive
- Aware of what constitutes discriminatory behaviour

Our staff will not:

- Discriminate against any member of the school community
- Treat other members of the school community unfairly

Our staff will:

- Promote diversity and equality
- Encourage and adopt an inclusive attitude
- Lead by example

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.

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

Monitoring and review

This document will be reviewed at least every four years and updated where appropriate, taking into account any new legislation and government guidance.