Woodcroft Primary School

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

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.
- 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, 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

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 Woodcroft 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

At Woodcroft we believe passionately that every child, of every ability, should have equal opportunities to develop and achieve, and that every child should believe that they can do and be anything they wish. Through high quality first teaching, careful identification and targeted support at Woodcroft we strive to meet the needs of all children in an inclusive environment. Teaching, training, expert external support, apt resourcing and highly positive relationships between staff and children all help our children to make progress, particularly for those who may find the curriculum challenging. Additionally, we value parental partnerships and have an open-door policy with staff as well as an approachable, experienced SENCo and so we are able to act quickly as needs arise or are made known. Through open and honest dialogue and apt support, we are able to offer our children and families the tools that they need to make progress throughout their educational journey with us and beyond.

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

Further information:

The school's **Pupil Equality, Equity, Diversity and Inclusion Policy** and **Staff Equality, Equity, Diversity and Inclusion Policy** further outline our policies regarding equality.