

## **Equality Statement**

Biddick Hall Infant and Nursery School respects and celebrates the diversity within our community and is committed to providing an environment which ensures that all pupils and staff are treated with dignity and respect. We seek to provide a positive learning and working environment, free from discrimination, harassment, or victimisation.

Equal opportunities are a priority in our school. All children, parents and staff regardless of race, religion, ethnicity, disability, gender and sexual orientation/identity are welcome and will be encouraged to participate fully in the life of the school. We work to ensure that all individuals are valued and have the opportunity to develop their full potential within the context of mutual respect and fairness. We work to ensure that our school is a safe and secure place for everyone.

We are committed to fulfilling our statutory duties under the Equality Act 2010 tackling all forms of discrimination by:

- eliminating discrimination and other conduct that is prohibited by the Act,
- advancing equality of opportunity between people who share a protected characteristic and people who do not share it,
- fostering good relations across all characteristics – between people who share a protected characteristic and people who do not share it.

We aim to make sure that no-one experiences less favourable treatment or discrimination due to their:

- age
- disability
- race
- sex
- gender identity
- marital or civil partnership status
- pregnancy
- religion or belief
- sexual identity or orientation

These protected characteristics are features of people's lives upon which discrimination in the UK is now illegal.

Biddick Hall Infant and Nursery School will:

- Ensure staff keep up to date with legislative changes and remain up to date on government legislation, policy and guidance updates.
- Ensure all relevant policies and procedures are in place relating to equality and diversity
- Ensure all staff take part in regular training which will be reviewed to monitor and understand the impact of that training
- Ensure extra-curricular activities are inclusive and promote advancement of equal opportunity and fostering of good relations

- Ensure the curriculum is inclusive of diversity and teaches children about prejudice and bias.
- Ensure parents and children are given the opportunity to provide feedback via annual surveys. Feedback will be taken into account and incorporated where necessary.
- Ensure we understand the differences in our community to enable us to promote equality across all backgrounds.
- Ensure records are maintained of successful learning outcomes for all pupils from a range of backgrounds.

All staff at Biddick Hall Infant and Nursery School celebrate difference and work to create an inclusive culture that pupils can continue with throughout their lives to enable them to make more positive contributions to society.