

**MONKTON INFANTS  
SCHOOL**



**EQUALITY  
INFORMATION AND  
OBJECTIVES  
STATEMENT**

# EQUALITY INFORMATION AND OBJECTIVES STATEMENT

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Monkton Infants School is committed to equality and welcome our duties under the Equality Act 2010. We aim to firmly embed principles of fairness and equality at all times during the school day, across the curriculum, in assemblies, during playtimes and lunchtimes, before and after school.

## **The school's general duties with regard to equality are:**

- Eliminating discrimination, harassment and victimisation
- Fostering good relationships between individuals who share a protected characteristic and those who do not
- Advancing equality of opportunity between individuals who share a protected characteristic and those who do not.

*This will apply to all staff and pupils.*

## **The protected characteristics are:**

- Sex
- Age (only applicable to staff – not pupils)
- Race
- Disability
- Religion or belief
- Sexual orientation
- Gender reassignment
- Pregnancy or maternity (only applicable to staff – not pupils)
- Marriage and civil partnership (only applicable to staff – not pupils)

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.

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- 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**

At Monkton Infants, 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.

#### **Pupils are taught to be:**

- Understanding of others.
- Celebratory of diversity.
- Eager to reach their full potential.
- Inclusive – disadvantages suffered by people who share a relevant protected characteristic are removed or minimised. Steps are taken to meet the needs of people who share a protected characteristic when these needs are different from the needs of people who do not share the characteristic. Anyone who shares a protected characteristic is encouraged to participate fully in all aspects of school life.
- 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.

### **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.

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- 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.

### **EQUALITY AND DIVERSITY INFORMATION**

Monkton Infants maintains confidentiality and abide by data protection principles. Information is published in such a way to ensure no member of staff or pupil can be identified. Therefore, in some instances an exact number/ percentage has not been recorded.

#### **Staff & Governors:**

<b>Characteristic</b>	
Age	Variable
Disability	Appropriate adjustments are made as required
Gender re-assignment	We support any staff member towards gender reassignment
Marriage & Civil Partnerships	Variable
Pregnancy & Maternity	Variable
Race/ Ethnicity	The staff profile comprises: White British
Religion & Belief/ No Belief	The staff profile comprises: Christian/ Church of England, Roman Catholic, no belief
Sex – male/ female	Governors: 20% male / 80% female Staff: 100% female
Sexual Orientation	We support all staff members regardless of sexual orientation

#### **Pupils:**

<b>Characteristic:</b>	
Age	Pupils aged 2-7 years old
Disability	Appropriate adjustments are made as required

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Gender re-assignment	We support any pupil towards gender reassignment
Race/ Ethnicity	The pupil profile comprises: White British/ Black-Caribbean/ Black-African
Religion& Belief/ No Belief	The pupil profile comprises: Christian/ Church of England, Roman Catholic, Muslim, no belief
Sex – male/ female	53% male 47% female
Sexual Orientation	We support all pupils regardless of sexual orientation

### **EQUALITY TARGET:**

To ensure all pupils have full access to a broad, balanced and ambitious curriculum. This includes adapting teaching, where needed, to help every child, including those with significant SEND, to develop life skills such as communication, independence and emotional resilience

### **CLOSING STATEMENT**

At Monkton Infants, prejudice and discrimination are not tolerated and we are continuously working towards providing a more accepting and respectful environment for our children, staff and other stakeholders.