Equality Information and Objectives Statement

Opening statement

We welcome our duties under the Equality Act 2010. Our school's general duties with regard to equality are:

- Eliminating discrimination.
- Fostering good relationships.
- Advancing equality of opportunity.

We aim to promote our children's spiritual, moral, social and cultural development, with special emphasis on promoting equality and diversity, and eradicating prejudicial incidents for pupils and staff. St. Giles CE Primary is committed to not only eliminating discrimination, but also increasing understanding and appreciation for diversity.

Aims to eradicate discrimination

St. Giles C.E. Primary School is proudly inclusive. We recognise and celebrate the fact that we are all uniquely talented and how we all benefit from our richly diverse cultural experiences.

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 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 our school's vision.

- 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.

All issues or concerns are recorded by staff onto MyConcerns. Our trained DSLs evaluate all incidents, analyse any patterns or trends. These are shared with governors every term via our safeguarding report. Our trained DSLs also provide which may require further staff training.

Our children are taught to be:

- Understanding of others.
- Celebratory of diversity.
- Eager to reach their full potential.
- Inclusive by being kind, listening to others and try new things.
- Aware of what constitutes discriminatory behaviour so they can on anything which is wrong.

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

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 will 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

Inclusion

St. Giles CE Primary School actively seeks to engage with all members of our school community.

We monitor resources and language used, so that images and resources presented to the children so that they represent all cultures within our local and national community. We actively engage with Black History month and enable our children to identify their own choices of inspirational people from all walks of life, both past and present day.

Our annual commitment to Anti-bullying week builds upon our strong Christian values of respect and helps strengthens our understanding of what respect looks like on a daily basis.

Equality objectives

St. Giles CE Primary School is committed to promoting the welfare and equality of all its staff, pupils and other members of the school community.

To achieve this, our school has set (July 2023) the following targets:

1. Further narrow the attainment gap for identified groups of children. We will achieve this by further strengthening our targeted morning work and homework and by providing further tutoring support.
2. Further narrow the attendance gap for identified groups of children.
3. Ensure more children benefit from our school run Breakfast and After School provision so that more children achieve.
4. Remove any barriers for children so all can benefit from access to planned enrichment opportunities.
5. Develop staff and pupil awareness and understanding of the nine protected characteristics of the Equality Act 2010 in meaningful, age-appropriate way.

Closing statement

Children at St. Giles learn what it means to 'achieve with kindness, compassion and perseverance'. This creates a positive learning environment in which all members of our school family may thrive. Prejudice is not tolerated and we are continuously working towards a more accepting and respectful environment for our school community.

The objectives were reviewed by governors in July 2023.

It is due to be reviewed again in July 2024.