



Baydon St. Nicholas

Church of England (VA) Primary School

Roots to grow, wings to fly

Equality Information and Objectives Statement for Baydon St Nicholas Primary School

DATE	REVIEW DATE	NOMINATED GOVERNORS
September 2022	Objectives reviewed Sep 2023 Objectives review September 2024 Overall review Sep 2026	Full Governing Body

At Baydon St Nicholas we are committed to equality and welcome our duties under the Equality Act 2010. We aim for every child to fulfil their potential and have embedded tolerance, respect and inclusivity in our vision. These principles are applied to our entire curriculum, in assemblies and acts of collective worship, in break and lunchtimes, in pastoral support and in before and after school activities.

The Baydon St Nicholas we understand that our 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. This is underpinned by our core values of *Respect*, *Kindness* and *Perseverance* to fully promote inclusion of all.

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.
- Inclusive by encouraging connections, active listening and participation in all activities.
- 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

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 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 Baydon St Nicholas we ensure that all groups are represented in the school community through:

- Teaching literature from a wide range of voices.
- Getting to know children as individuals.
- Being willing to address inequality and highlight diversity.
- Meeting diverse learning needs.
- Supporting professional development opportunities.

Inclusion

At Baydon St Nicholas we foster an inclusive environment for all members of the school community through:

- Defining clear standards for Behaviour as outlined in our Behaviour Policy.
- Enforcing those standards consistently.
- Creating opportunities to listen to all members of the school community.
- Being aware of specific needs of every child.
- Letting children choose how to show what they have learned.
- Focusing on personal progress of a child and avoiding comparison.

Objectives

We welcome the opportunity to be transparent and accountable. To this end we fulfil the specific duties of the Act by:

- publishing our equality information
- publishing our equality objectives

We aim to make the information accessible, easy to read and easy to find.

Equality Information:

We maintain confidentiality and work to data protection principles. We publish information in a way so that no pupil or staff member can be identified.

Equality Objectives 2022 - 2026

- Promote understanding and respect for differences
- Narrow pupil premium gaps where they exist
- Ensure provision for SEND pupils has equal access to all learning opportunities and narrow gaps where they exist
- Training to be completed by staff as required

We will update our equality objectives every four years and publish them on the school website.

We will review progress on these objectives annually and record the outcomes within the school.

Closing statement

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

The school's **Inclusion and Equality Statement** further outline the school's policies regarding equality.