



Equality Statement

Darrington CE Primary School

Introduction

Every person in our school community has been made in the image of God and is loved unconditionally by God. Everyone is equal and we treat each other with dignity and respect. Our school is a place where everyone should be able to flourish in a loving and hospitable community. Each person in all their unique difference should be able to thrive, irrespective of physical appearance, gender, race, religion, ethnicity, socio-economic background, academic ability, disability, sexual orientation or gender identity.

Aim

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

- Their age.
- A disability.
- Their ethnicity, colour or national origin.
- Their gender.
- Their gender identity (they have reassigned or plan to reassign their gender).
- Their marital or civil partnership status.
- Their being pregnant or having recently had a baby.
- Their religion or belief.
- Their sexual identity and orientation.
- We recognise that some pupils need extra support to help them to achieve and be successful.
- We try to make sure that people from different groups are consulted and are involved in our decisions, especially pupils, parents and those of us who can be treated less favourably.
- We aim to put the spiritual development of all stakeholders at the heart of everything that we do.
- We strive to provide an environment where each individual grows in the love of God and each other.
- By sharing friendship, peace and showing respect for each other, we look to develop and explore our Christian faith.
- We foster skills such as co-operation, tolerance and understanding of others and respect for differences.

Objectives

We are committed to promoting the understanding of the principles and practices of equality – treating all members of our school community as individuals, according to their needs, with an awareness of our diverse society and appreciating the value of difference. We actively seek to challenge discrimination and we promote an anti-bullying stance which makes clear the unacceptability of racist, disablist and homophobic, biphobic and transphobic bullying and language.

We welcome our duties under the Equality Act 2010 to eliminate discrimination, advance equality of opportunity and foster good relations in relation to age (as appropriate), disability, gender identity, race, religion, sex and sexual orientation.

We also ensure that information about our responsibilities under the Equality Act are included in our school development plan, self-evaluation review, the school prospectus, school web site and newsletters.

- To ensure that all pupils make good progress including vulnerable groups.
- To ensure that there are continued opportunities within the school's curriculum to address equalities issues.
- To continue to ensure that displays are reflective of the school community.
- To ensure that all pupils are given similar opportunities with regards to opportunities to access desired extra-curricular activities.
- To continue to allow equal access to information for all parents.
- To continue to ensure the school environment is as accessible as possible to pupils, staff and visitors to the school.
- We try to ensure that everyone is treated fairly and respectfully.
- We want to make sure that our school is a safe and secure place for everyone.
- We recognise that people have different needs, and we understand that treating people equally does not always involve treating them the same.

Policy title	Equality Statement
Monitoring and review	Reviewed October 2019
Links	N/A
Staff responsible	Headteacher
Committee responsible	Pupils and Standards Committee
Date approved	May 2018
Review date	October 2020