



Goostrey Community Primary School

## Equality and Equity Objective Statement

Equality means each individual or group of people is given the same resources or opportunities. Equity recognizes that each person has different circumstances and allocates the exact resources and opportunities needed to reach an equal outcome.

Reviewed Spring 2024

To be reviewed Spring 2026

### **Statement**

Goostrey School believes that all pupils and members of staff should have the opportunity to fulfil their full potential regardless of background, identity and circumstance.

We are committed to creating a school community that recognises and celebrates difference within a culture of respect and co-operation, which promotes equality, a positive environment and a shared sense of belonging for all who work, learn and use the services of our school.

Equality and equity is of fundamental importance to everybody. At some point in our lives, anyone can face barriers that prevent us fulfilling our potential or participating fully in society.

We are committed to promoting equal opportunities and combating discrimination for all members of our school community by:

- Eliminating unlawful discrimination, harassment and victimisation
- Advancing equality of opportunity between people who share a characteristic and those who do not
- Fostering good relations between people who share a characteristic and those who do not
- Welcoming diversity and seeing it as a strength, which should be respected and celebrated by all those who learn, teach and visit the school
- Recognising and addressing the needs of vulnerable groups by making reasonable adjustments wherever practicable

No member of our communities will be discriminated against, harassed or receive less favourable treatment on the grounds of the '**protected characteristics**' described in the Equality Act 2010 as:

Race  
Age  
Disability

Marriage and civil partnership  
Pregnancy and maternity  
Gender reassignment  
Religion and belief  
Sex or sexual orientation.

We will work with staff, pupils, families and others (where required) to promote an integrated and cohesive community that reflects the fundamental **British Values** of democracy, the rule of law, individual liberty and mutual respect and tolerance of those with different faiths and beliefs.

### **How we promote our objectives:**

Through our school rules – golden thread that runs through everything we do:

***Always try your best***

***Be friendly and polite***

***Care for others and the environment***

***Work hard***

***Treat others as you would like to be treated yourself***

Pupil Voice

Staff wellbeing

Individual plans for consideration / risk assessments for vulnerable individuals / groups

Annual review of this and other related policies – consulting with stakeholders as appropriate

Ensure all staff have access to, and adhere to all relevant policies /procedures

Regular planned and unplanned meetings to discuss pupils' achievement, attainment, vulnerability and wellbeing as well as any related issues and / or barriers to learning. Interventions determined as needed and monitored  
Annual Exhibition to ensure whole school contributions and involvement of the community. Exhibition is a culmination and celebration of all the global learning in school which is interwoven throughout the whole curriculum

Acting upon and monitoring any breach of standards

Continue our relationship with Elizabethfontein School in South Africa

Incorporate global links within our teaching and ensure plans are followed – long, medium and short term teaching plans

Ensure staff follow programmes of study e.g. No Outsiders / PSHE / RSE / My Happy Mind

Raising awareness of different beliefs across different cultures and different lifestyles and choices.

Utilise all opportunities to develop children's experiences

Develop themed events across the year to link in with regular teaching

Promote tolerance, diversity and acceptance across all aspects of school life

Ensure staff attend and disseminate appropriate training.

Remind children about expectations and how to promote British Values

School visits and residential

The nominated Equalities/ Equity Governor, will monitor this statement and accompanying Equality / Equity Policy and advise the board on its implementation.