



Goostrey Community Primary School

Equality Objective Statement

Reviewed Spring 2022

To be reviewed Spring 2023

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 is of fundamental importance to everybody. At some point in our lives, everyone may 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
- Embracing diversity 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, students 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

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 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 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

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

Utilise all opportunities to develop children's experiences

Develop regular theme days and 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

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