



Brierley CE Primary School

Equality Information and Objectives Statement

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| Approved by: | Governing Body | Date: Autumn 2023 |
| Last reviewed on: | November 2023 | |
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Our Vision

Though we are many, we are one body. Together, we learn and grow.

God is at the heart of all we do, shining His light to guide us on our journey. Together, we face change and transformation with courage.

In love, we nurture all to be resilient, hopeful and aspirational; to become the very best version of ourselves, knowing that we are loved.

Each member of our school community is honoured and celebrated for their unique character and qualities: difference is met with dignity and compassion. Though we are many, we are one body.

Our community at Brierley stretches beyond the school, where we share God's message of love through our actions, our thoughts and our words as we continue on life's path.

Opening statement

The purpose of this policy is to outline Brierley CE (VC) Primary School's commitment to promoting equality of opportunity in the management and organisation of the school, including all stakeholders, the curriculum, extra-curricular activities and the treatment of individuals.

This document details the school's commitment to equal opportunities and fulfilling its legal obligations under the Equality Act 2010.

This policy is to be used in conjunction with the Safeguarding Policy, Anti-Bullying Policy, Positive Behaviour Policy and Race Equality and Diversity Policy.

This document sets out how Brierley CE (VC) Primary School intends to comply with this requirement. This policy is a positive commitment by the school to work towards equality of opportunity and to ensure that discrimination and harassment are combated.

We welcome our duties under the Equality Act 2010. The school's 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.

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.
- Recognise and know how to challenge prejudice and stereotyping.

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.

At Brierley CE (VC) Primary School, we take account of and challenge attitudes and stereotypes present in society, which consider that some subjects are less or more relevant for one gender than for the other. The school will also deal explicitly with gender issues such as peer pressure as well as developing personal skills such as cooperation and negotiation.

Our pupils are taught to be:

- Understanding of others.
- Celebratory of diversity.
- Eager to reach their full potential.
- Inclusive - Recognise and value cultural differences and diversity
 - Respect others, value their achievements and their uniqueness and recognise the importance of equality of opportunity
 - Be moved by injustice, exploitation and denial of human rights
 - Understand cultural differences and recognise expressions of prejudice and stereotyping
- 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.
- Will comply with the provisions set out in the School's equal opportunities policy
- Will be diligent when looking out for and dealing with any incidents including harassment and bullying relating to a pupil's disability, ethnic origin, nationality, gender, sexuality, culture or religion (actual or perceived)
- Will respect and appreciation for pupils and other employees contributing towards a happy and caring environment
- Will foster a sympathetic awareness and understanding of cultural diversity
- Will comply with the provisions set out in the School's equal opportunities policy
- Will be diligent when looking out for any incidents including harassment and bullying relating to a pupil's disability, ethnic origin, nationality, gender, sexuality, culture or religion (actual or perceived)
- Will show respect and appreciation for pupils and other employees contributing towards a happy and caring environment

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 Brierley CE (VC) Primary School any form of direct or indirect discrimination (less favourable treatment) on the basis of race, colour, nationality, culture, religion, origin, gender, sexual orientation, or disability (mental or physical) will be unacceptable.

We are committed to showing respect and appreciation of individuals and to educating and preparing pupils to live in a culturally diverse society. Brierley CE (VC) Primary School is committed to removing unfair stereotypes and/or prejudices and barriers/obstacles to learning.

The following policies have been put in place to tackle discrimination, harassment or bullying on the grounds of disability, ethnic origin, nationality, gender, sexuality, culture and religion. We embed multicultural perspectives into the curriculum as a way of enriching the education of all our pupils. It gives our children the opportunity to view the world from different standpoints, helping them to question prejudice and open-mindedness.

Our admissions policy does not treat a pupil less favourably or discriminate against a pupil without justification by refusing admission to her or him or excluding her or him from the school for a reason related to the pupil's disability, race or gender. We adhere to the LA admissions procedure.

Brierley CE (VC) Primary School will aim to ensure that every job applicant and employee receives equality of opportunity regardless of gender, sexual orientation, marital status, race, religion, colour, nationality, ethnic origin, age or disability and is not disadvantaged by any conditions or requirements which cannot be shown to be justified.

Individuals will be selected, promoted and treated in their general employment on the basis of their relevant merits and abilities.

Equality Objectives

To ensure all members of the school community are included in the practices of the school, Equality Objectives have been agreed as follows:

Objective 1: Dealing with prejudice

To ensure that our pupils and the school community understand that we live in a diverse country that recognises and celebrates difference through the teaching of our rich curriculum and underpinned by our church school vision and British values

Objective 2: Celebrating diversity

To ensure that the school teaches and celebrates diverse forms of family life

Objective 3: Facilitating equality in the workplace

To ensure the school's HR procedures do not inadvertently discriminate against staff who have flexible working contracts

Objective 4: Enabling representation

To ensure the school's governing board is representative of the school's local community

Objective 5: Supporting inclusion

To ensure all areas of the school are as accessible as possible for all members of the school community

Objective 6: Supporting achievement

To monitor and analyse pupil achievement by race, gender and disability and act on any trends or patterns in the data that require additional support for pupils.

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 [Equality Information and Objectives Policy](#), [Pupil Equality, Equity, Diversity and Inclusion Policy](#) and [Staff Equality, Equity, Diversity and Inclusion Policy](#) further outline the school's policies regarding equality.