

Bakewell C of E Infant School



Equality Information and Objectives Statement

**SIGNED ON GOVERNOR HUB.
APPROVED BY GOVERNING BODY ON
3rd OCT 2022**

Opening statement

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.

Aims to eradicate discrimination

Bakewell C of E Infant School is proudly inclusive. We recognise and celebrate the fact that we are all uniquely talented and how we all benefit from our richly diverse cultural experiences.

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.

We do not tolerate discrimination of any member of our school family and community in any way, regardless of:

- Sex.
- Age.
- Race.
- Disability.
- Religion or belief.
- Sexual orientation.
- Gender reassignment.
- Pregnancy or maternity.
- Marriage and civil partnership.

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 ensures appropriate action is always taken and a resolution is put into place which is both fair and firm.

Any issues or concerns are recorded in My Concern safeguarding software. The DSL monitors and evaluates any incidents, analysing any patterns or trends which may require further staff training.

We prioritise trusting relationships between staff and children so that every child is able to say who they would go to if they had a problem. Additionally, there is a weekly opportunity to raise concerns within relationships, sex and health education lessons. Every child has the opportunity to express. Staff also look out for one another and are led and supported by two senior Mental Health First Aiders.

Our pupils are taught to be:

- Understanding of others. *Be gentle. Be patient.*
- Celebratory of diversity. *Be open-minded. Be curious.*
- Eager to reach their full potential. *Be hard working. Persevere.*
- Inclusive. *Be kind. Listen to others. Try new things.*
- Aware of what constitutes discriminatory behaviour. *Act upon things that are wrong.*

The school's employees will not:

- Discriminate against any member of the school community. *Staff model kindness and respect.*
- Treat other members of the school community unfairly. *Staff model respectful, trusting relationships and good humoured relationships.*

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. *Such as 'odd socks' day*

- Inviting guest speakers to talk to pupils about diversity. *Such as celebrating Black History month.*
- Incorporating lessons about diversity into the curriculum. *Children are taught to notice 'people who shine as a light in the world.'*

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

Inclusion

Bakewell C of E Infant School actively seeks to engage with all members of our school community. We monitor resources and language used, so that images and resources presented to the children so that they represent all cultures within our local and national community. We actively engage with Black History month and enable the children to identify their own choices of inspirational people from all walks of life, both past and present day. Our annual commitment to Anti-bullying week builds upon our strong Christian values of respect each year and strengthens our understanding of what respect looks like on a daily basis.

Equality objectives

Bakewell C of E Infant School is committed to promoting the welfare and equality of all its staff, pupils and other members of the school community.

To achieve this, schools has the following objectives:

1. To train two staff as Mental Health First Aiders
2. Through further staff training, refine our Early Help Offer so that we may proactively identify members of the school community, help them ourselves and/or signpost them effectively to other appropriate agencies, enabling all of our children, parents and staff to flourish.
3. Implement a coherently sequenced curriculum to ensure that it results in good outcomes for pupils in all vulnerable groups, and to review the curriculum in light of new performance measures.

The school will update all published equality documentation annually and will publish its objectives at least every four years.

Closing statement

Children at Bakewell C of E Infant School learn what it means to 'shine as a light in the world.' This creates a positive learning environment in which all members of our school family may thrive. Prejudice is not tolerated and we are continuously working towards a more accepting and respectful environment for our school community.

This policy was written in March 2022

It is due to be reviewed in March 2023