



# Whiston Junior and Infant School

Part of White Woods Primary Academy Trust



**Engaging Minds Developing Lives**

## Equality Objectives Statement

### **School Aims**

Reviewed by SLT: March 2018

Approved by the Governing Body: March 2018

Review Date: March 2022

The school aims to provide quality education for children between four and eleven years of age. Our aim is to provide high standards of teaching and learning through:

- A rich, broad, balanced and creative curriculum which sustains the engagement of all learners.
- Operating an environment which is safe, healthy, caring and supportive for everyone.
- Encouraging self-reliance and pride in all achievements.
- Developing learning skills and a love of learning, including the ability to question, enquire and be independent in their approach to learning.
- Promoting the development of tolerance and respect for others, regardless of race, creed or gender and ensure that all learners have equality of opportunity.

### **Equality objectives statement adapted for Whiston Junior and Infant School**

In order to comply with the public sector equality duty, schools must publish their equality objectives statement. An equality objectives statement is a declaration of aims that ensures equality to all members of the school's community.

#### **Opening statement**

Our opening statement sets out an overview of our equality aims.

At **Whiston Junior and Infant School** we welcome our duties under the Equality Act 2010. The school's general duties, with regards to equality are:

- Eliminating discrimination.
- Fostering good relationships.
- Advancing equality of opportunity.

We will not discriminate against, harass or victimise any pupil, prospective pupil, or other member of the school community because of their:

- Gender.
- Race.
- Disability.
- Religion or belief.
- Sexual orientation.
- Gender reassignment.
- Pregnancy or maternity.

**Whiston Junior and Infant School** aims to promote pupils' spiritual, moral, social, and cultural development, with special emphasis on promoting equality, 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**

In this section, we introduce how we aim to limit and abolish prejudicial incidents; a list of ways in which we attempt to create a prejudice-free environment and how this environment will be achieved is beneficial.

**Whiston Junior and Infant School** believes that a greater level of success from pupils and staff can be achieved by realising the uniqueness of individuals. Creating a prejudice-free 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 the benefits it can have.**
- **Adopting an inclusive attitude.**
- **Adopting an inclusive curriculum that is accessible to all.**
- **Encouraging compassion and open-mindedness.**

We are committed to having a balanced 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 instead promotes inclusive attitudes. We will also respect the right of parents to withdraw their children from classes which pose conflicts to their own beliefs.

## Dealing with prejudice

Here is a brief explanation of our school's procedure for dealing with prejudice-related incidents. We have tried to phrase it in a way that our readers can access and understand by not using field-specific jargon.

**Whiston Junior and Infant School** does 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, through a thorough reporting procedure, our school is devoted to ensuring appropriate action is taken and a resolution is put into place which is both fair and firm.

At **Whiston Junior and Infant School**, our pupils are taught to be:

- Understanding and tolerant of others.
- Celebratory of cultural diversity.
- Eager to reach their full potential.
- Inclusive.
- Aware of what constitutes discriminatory behaviour.

The school's employees will not:

- Discriminate against any member of the school.
- Treat other members of the school unfairly.

The school's employee's will:

- Promote diversity equality.
- Encourage and adopt an inclusive attitude.
- Lead by example.

## Equality and dignity in the workplace

In this section we have included a brief outline of the our policy for ensuring prejudicial incidents against staff are eradicated, and how any staff dismissals will be non-prejudicial.

**Whiston Junior and Infant School** does not discriminate against staff with regards to their:

- Age.
- Disability.
- Gender reassignment.
- Marital or civil partner status.
- Pregnancy or maternity.
- Race, colour, nationality, ethnic or national origin.
- Religion or belief.
- Sex or 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 will 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.

### Closing Statement

Our closing statement summarises our school's attitude on promoting equality.

We promote equality throughout school by ensuring we celebrate difference and by not tolerating prejudice at **Whiston Junior and Infant School**. We are continuously working towards a more accepting and respectful environment for our schools community.

The school's **Equal Information and Objectives Policy and Equal Opportunities Policy** further outlines the school's policies regarding equality.