



## Stanway Primary School

# Equality Information and Objectives Statement

**2025-2028**

### **Opening statement**

At Stanway Primary School we are committed to ensuring equality of education and opportunity for all pupils, staff, parents and carers receiving services from the school, irrespective of race, gender, disability, faith or religion or socio-economic background. We aim to develop a culture of inclusion and diversity in which all those connected to the school feel proud of their identity and able to participate fully in school life.

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 and always treating all members of the school community fairly.
- Ensure our behaviour policy addresses prejudicial bullying so that children feel safe at school.
- Reporting, responding to and monitoring all discriminative incidents.
- Adopt 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.
- Adopt an inclusive curriculum that is accessible to all.
- Listening to and monitoring views and experiences of pupils and adults to evaluate the effectiveness of our policies and procedures.
- Ensuring that all pupils have the opportunity to access extra-curricular provision
- Track pupil progress to ensure that all children make rapid progress, and intervening when necessary

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.

## **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.

Our pupils are taught to be:

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

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.
- Inviting guest 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**

Objective 1: To promote cultural understanding.

Why we have chosen this objective: More children from wider ethnic backgrounds are joining the school and it is important to us to promotion of cultural understanding and tolerance.

To achieve this, we plan to: to further develop our curriculum and continue to promote British Values and Character Values reinforcing equality, tolerance and inclusion.

Objective 2: To improve the progress and attainment of disadvantaged pupils.

Why we have chosen this objective: Because there is a significant gap between the progress and attainment of our disadvantaged pupils when compared to our non-disadvantaged pupils

To achieve this, we plan to: Ensure that our disadvantaged strategy effectively utilises the Pupil premium grant by developing learning activities that provide opportunities for all pupils to achieve well. Additional support for social, emotional/mental health will also be extended through our support staff within our nurture provisions.

Objective 3: To improve the progress for those pupils with SEND.

Why we have chosen this objective: Because there is a significant gap between the progress of our SEND pupils when compared to our non-SEND pupils.

To achieve this objective, we plan to: Ensure all SEND pupils receive quality-first teaching and have effective one plans in place.

**Closing statement**

Prejudice is not tolerated and we are continuously working towards a more accepting and respectful environment for our school community.