

Dean Valley Community Primary School



Dean Valley
Community Primary

Equality Objectives & Duty

Person responsible for Policy
Written/Reviewed
Date for next Review

Vicky McPherson
September 2023
September 2025

OBJECTIVES AND THE EQUALITY DUTY: 2023-2024

Equality Information and Objectives Statement

We welcome our duties under the Equality Act 2010. The school's general duties with regard to equality are:

1. Promoting equality of opportunity for members of identified groups,
2. Eliminating unlawful discrimination, harassment and victimisation,
3. Fostering good relations between the different groups of pupils.

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.

Legislation and guidance

This document meets the requirements under the following legislation:

• The Equality Act 2010, which introduced the Public Sector Equality Duty and protects people from discrimination

• The Equality Act 2010 (Specific Duties) Regulations 2011, which require schools to publish information to demonstrate how they are complying with the Public Sector Equality Duty and to publish equality objectives

This document is also based on Department for Education (DfE) guidance: The Equality Act 2010 and schools.

Aims to eradicate discrimination

The school is aware of its obligations under the Equality Act 2010 and complies with non-discrimination provisions.

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 through our Rights Respecting ethos 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 through a deep rooted PSHCE curriculum.

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 of all – by following the School Charter and the Articles of the Rights of the Child (Unicef)
- 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.

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.
- Taking part in diversity driven whole school projects
- School trips or activities planned consider the needs and accessibility of all pupils

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.

Links with other policies

This document links to the following policies:

- Accessibility plan
- Behaviour and Discipline and Policy
- Behaviour Statement of Principles
- Anti-Bullying Policy
- Disability and Non-Discrimination Policy
- SDP

Closing statement

Prejudice is not tolerated at Dean Valley Community Primary School and we are continuously working towards a more accepting and respectful environment for our school community.

The school's [Accessibility Plan and Policy, Disability Non-discrimination Policy](#) and [Equality Policy](#) further outline the school's policies regarding equality.