



Walmley Junior School

Equality Information and Objectives Statement

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.

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

ROLES AND RESPONSIBILITIES

The governing board will:

- Be responsible for ensuring that the school complies with Equality legislation and fulfils its legal responsibilities
- Ensure that the equality information and objectives as set out in this statement are published and communicated throughout the school, including to staff, pupils and parents
- Ensure that the published equality information is updated at least every year, and that the objectives are reviewed and updated at least every 4 years

- Delegate responsibility for monitoring the achievement of the objectives to the Headteacher
- Alongside the Head and designated member of staff, work with all partners to be proactive in promoting equal opportunities, fostering good relations and in tackling unlawful discrimination

The equality link governor, will:

- Ensure the Headteacher and designated member of staff update the equality link governor of any issues related to equality and how these are being addressed through the Headteacher's termly report
- Ensure they're familiar with all relevant legislation and the contents of this document
- Attend appropriate equality and diversity training
- Report back to the full governing board regarding any issues

The Headteacher will:

- Implement the policy and ensure its procedures are followed
- Promote knowledge and understanding of the equality objectives amongst staff and pupils
- Take appropriate action in cases of harassment and discrimination
- Monitor success in achieving the objectives and report back to governors through the head teacher's termly report

The designated member of staff for equality, will:

- Support the Headteacher in promoting knowledge and understanding of the equality objectives amongst staff and pupils
- Report any incidences of inequality to the head teacher to log and report to Governors through the Headteacher's termly report
- Meet with the equality link governor at least annually or when specific issues/needs arise to raise and discuss any issues
- Support the Headteacher in identifying any staff training needs, and deliver training as necessary

All school staff will:

- Be expected to have regard to this document and to work to achieve the objectives
- Deal with incidents of unlawful discrimination and bullying
- Be able to recognise and tackle bias and stereotyping
- Promote equality and good relations between all groups
- Strive to provide images and lesson plans that show positive images of, and are inclusive of, people with a wide range of protected characteristics

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 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 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 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.

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 continue to promote understanding and respect for diversity		
Why we have chosen this objective	To achieve this objective we plan to	Progress we are making towards this objective
Some of our children within our locality have limited experience of diverse communities.	Ensure school policies and procedures promote equality of opportunity. Ensure all staff are aware of our responsibility with regards to the equality act. Ensure our school curriculum promotes tolerance of all groups. To continue with our teaching of RE, PSHE and British Values each term. To facilitate the introduction to, and understanding of, other religions and cultures to our children.	Introducing high quality texts taught and read by KS2 pupils – which illustrate diversity. Ensuring the curriculum, especially RE, Geography and PSHE includes learning about the diversity in the UK and the wider world. Experiences of different cultures/faiths /beliefs in assemblies and class. Displays demonstrating and celebrating difference.

Inclusion

Objective 2: To remove the barriers to learning for pupils with SEND and ensure that their progress is in line with other children		
Why we have chosen this objective	To achieve this objective we plan to	Progress we are making towards this objective
To ensure all staff are confident with the identification of SEND need and how to provide support with first Quality teaching and complete the assess, plan, do review process to meet needs of pupils and acquire evidence to support possible referrals. To ensure all children receive quality teaching that meets their individual needs adapting it to meet their needs effectively.	Careful tracking of attainment and progress for pupils with SEND. - Target appropriate interventions for those pupils. - Create Individual Education Plans and place for children with SEND. - Where appropriate, work with outside agencies to achieve the best progress for our child parents in their implementation. - Provide SENCO support and training for staff. - Ensure reasonable adjustments are in	SEND children are monitored termly as part of our pupil progress meetings. Staff training has been implemented to support staff in identifying children's specific needs supported by our school Ed Psych and other outside agencies. Staff training have had training on graduated response and also removing barriers for SEND pupils through appropriate adaptation. Increased staff awareness of Autism and ADHD. How best to meet needs and resources available to support. Quality interventions implemented across school: Autism and Me, Maths/reading/writing specific groups across all year groups. Focussed phonics/spelling groups – level appropriate but inclusive of whole class.

Closing statement

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