



## **Paget Primary School**

### **Equality Information and Objectives Statement**

Paget Primary School is committed to promoting the welfare and equality of all its pupils, staff, and wider members of the school community.

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**

At Paget Primary School we aim:

- to respect the equal human rights of all our pupils
- to educate them about equality; and
- to respect the equal rights of our staff and other members of the school community.

To achieve this, we will adopt the following methods:

- Embedding equality within teaching and resources.
- Using key data indicators to understand the needs and characteristics of our school.
- Promoting parental engagement.
- Investing in regular staff training.
- Using key data, such as measures of wellbeing, to monitor the progress of pupils with protected characteristics.
- Regularly reviewing our equality policy to ensure it reflects current trends and issues.

**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 seven core 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**

At Paget, 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, accepting and tolerant.
- 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. 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.

### **Diversity and representation**

At Paget we develop our curriculum to be as representative of the world and our community as possible. We aim to celebrate diversity and promote acceptance and respect. We want a curriculum that allows our children to regularly learn about, and be inspired by, individuals of all abilities from all backgrounds, cultures, genders, sexualities, religions and ethnicities. We aim that the celebration of differences is embedded in our lessons and discussed frequently at every opportunity possible throughout the year. We want to focus on how the persistence and determination of significant individuals, from all backgrounds, have positively influenced the world in which we live and celebrate their achievements and contributions.

It is important that children get to 'see themselves' in books, both fiction and non-fiction. Not only should they see themselves, but they should also be given the opportunity to see a wide range of people in all sorts of roles including that of the main characters and authors.

We want to make sure that we challenge assumptions to broaden our children's thinking. At Paget we aim to use carefully chosen images, stories and activities throughout the curriculum to allow the chance to dispel stereotypes.

### **Inclusion**

At Paget we believe passionately that every child, of every ability, should have equal opportunities to develop and achieve, and that every child should believe that they can do and be anything they wish. Through high quality first teaching, careful identification and targeted support at Paget we strive to meet the needs of all children in an inclusive environment.

Additionally, at Paget we value parental partnerships and have an open-door policy with staff as well as an approachable, experienced SENCo and so we can act quickly as needs arise or are made known. Through open and honest dialogue and apt support, we can offer our children and families the tools that they need to make progress throughout their educational journey with us and beyond.

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