

## **Equality and Diversity Statement**

Dr Walker's Church of England Primary School is committed to valuing diversity and promoting positive relationships with all stakeholders, and eliminating discrimination and harassment.

- We understand that the term 'equality' does not mean treating everyone the same, but rather giving equal opportunities to all, whilst recognising and celebrating difference and diversity and valuing individuality.
- We are opposed to any direct or indirect discrimination against individuals or groups and are committed to the promotion of equality of opportunity for all.
- We acknowledge that it is unlawful to discriminate in the following areas (termed as protected characteristics): age, disability, gender, gender reassignment, marriage and civil partnership, pregnancy, race, religion or belief and sexual orientation. This applies to all individuals associated with our community.
- We believe that diversity is a strength, which should be respected and celebrated by all those who learn, teach and visit us.
- We welcome our general duty under the Equality Act 2010 by ensuring no one experiences discrimination, harassment or victimisation of any kind.
- We seek to promoting equality, challenging bullying and stereotypes and creating an environment which champions respect for all.
- As part of our SMSC development, we promote and provide an awareness of British Values.

This Statement refers and applies to all stakeholders involved at Dr Walker's Church of England Primary School. Stakeholders are responsible for promoting the school's Equality and Diversity Statement and obliged to respect and act in accordance with it.

## **Equality Objectives**

As set out in the DfE guidance on the Equality Act (2010) (Specific Duties) Regulations 2011, each school and its Local Governing Board will set its own appropriate objectives to advance equality of opportunity by:

- Removing or minimising disadvantages suffered by people which are connected to a particular characteristic
- Taking steps to meet the particular needs of people who have a particular characteristic
- Encouraging people who have a particular characteristic to participate fully in any activities

In fulfilling this aspect of the duty, each school and its Local Governing Board will:

- Publish attainment data each academic year, showing how pupils are performing.
- Analyse the data to determine strengths and areas for improvement, set objectives in response and publish this information.

## **Aims and Objectives**

- Dr Walkers' Church of England Primary School will comply with the legislation of the Equality Act 2010.
- As a small village school, we provide as best we can within our capacity an inclusive education, which enables all pupils to develop their full potential in meeting the requirements of the Equality Act 2010.
- We provide a safe, caring environment that promotes equality and excellence for all; enabling every child to meet their fullest potential in all aspects of their development.
- We ensure that pupils and staff contribute towards a happy and caring environment by showing respect for and appreciations of one another and individuals.
- We ensure that equality and diversity are well represented by our teaching staff, who represent a diverse background.

- We ensure all staff work together with a shared sense of purpose to meet the needs of every pupil.

**Our Statement refers to:**

- pupils' progress, attainment and achievement
- pupils' personal development, welfare and well-being
- teaching styles and strategies
- admissions and attendance
- staff recruitment, retention and professional development
- care, guidance and support
- behaviour, discipline and exclusions
- working in partnership with parents, carers and guardians
- working with the wider community.

**Curriculum**

- We seek to provide a broad-and-balanced curriculum in which the basic skills in literacy and numeracy are taught progressively and systematically.
- The school aims to provide for all pupils according to their needs, irrespective of gender, ability or ethnic origin.
- The school seeks to ensure that the curriculum is not delivered in a discriminatory way.

**Equality in Teaching and Learning.**

We provide all our pupils with the opportunity to succeed and to reach the highest level of personal achievement. We do this by:

- Ensuring equality of access for all pupils and preparing them for life in a diverse society.
- Encouraging pupils to respect the fundamental British Values.
- Using materials that reflect the diversity of the school population and local community without stereotyping.
- Promoting attitudes and values that challenge any discriminatory behaviour or prejudice.
- Provide opportunities for pupils to appreciate their own culture and celebrate the diversity of other cultures.
- Seeking to involve all parents in supporting their child's education.
- Utilising teaching approaches appropriate for the whole school population which are inclusive and reflective of our pupils.

**Roles and responsibility:**

<b>Governing Body</b>	Ensure that the equality information as set out in this statement and the equality objectives are published and communicated to staff, pupils, parents and the community and that they are reviewed and updated regularly.
<b>Headteacher</b>	Delegated responsibility for monitoring the achievement of the objectives on a daily basis.

**Equality of Admissions and Exclusions**

Our admissions arrangements are adopted from Essex County Council - they are fair and transparent and do not discriminate on the grounds of race, gender, religion, belief, disability and or socio-economic background.