

Nonsuch Primary School

This policy is embedded in our school's mission statement of,
'Working Together We All Achieve'.



Nonsuch

Primary School

Policy	Equality Information and Objectives
Date	September 2023
Date for next review	September 2026
Summary	This sets out the school's commitment to equality in practise.

We service our community by providing an education of the highest quality. We believe our school should be a place where we all want to be, a place where children and adults feel safe, happy, secure and nurtured.

Our high expectations for learning cultivates character and pride in our identity at Nonsuch Primary School preparing every child for their future.

Equality Information and Objectives

At Nonsuch Primary we seek to value everyone, and our school is committed to equality in practice. We welcome our legal duties to eliminate discrimination, and to promote community cohesion. The Equality Act 2010 identifies protected characteristics:

The following characteristics are protected characteristics:

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation.

The Equality Act 2010 required us to publish information that demonstrates that we have due regard for the need to:

- Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Equality Act 2010;
- Advance equality of opportunity between people who share a protected characteristic (race, disability, gender, gender re-assignment, age pregnancy and maternity, marital status, religion and belief and sexual orientation) and people who do not share it;
- Foster good relations between people who share a protected characteristic and people who do not share it.

The Equality Act brings together previous legislation concerned with Race, Gender and Disability and aims to ensure that:

- All adults and children treat each other with respect;
- Great effort is made so that all groups of pupils make good progress, and so that employment practice is also fair;
- Nonsuch is a school committed to producing good citizens – locally, nationally and globally.

We have considered how well we currently achieve these aims with regard to the protected groups under the Equality Act and we have also involved staff, pupils, parents and others in the following ways:

- All staff and children in school have the right to be respected, the right to learn and the right to be safe;
- Clear levels of pastoral care in school
- SENCO
- Outside agencies, e.g. therapists and educational psychologist
- Teacher Mentors
- Questionnaires to gain feedback from pupils, Parents and Carers, Governors and Staff;

- Awareness sessions open to all parents in areas such as reading, phonics, Mathematics, ICT, SEN and e-safety;
- Class and whole school assemblies embrace a breadth of cultures;
- Termly open sessions in all year groups for parents/carers/other relatives;
- The school curriculum is designed to enable children to understand and respect diversity;
- Effective school council;
- Annually the children in each year group select a specific charity to raise money for;
- All racist incidents are recorded and reported.

Our Equality Objectives

- Educate all about discrimination and prejudice and promote a harmonious environment;
- Strive for all pupils regardless of ethnicity, age, gender to achieve the highest possible standards in their learning and make good progress;
- To reduce the number of fixed term and permanent exclusions;
- Ensure that the appointment of staff is in line with equal opportunities legislation.