



Brindle Gregson Lane

Equality Statement and Objectives November 2021

Leader	Date of Issue	Review Date	Other Documents	Headteacher Signed	Chair of Governors Signed
Laura Wilson	November 2021	November 2022		L. Wilson	

PRINCIPLES

Equalities Statement

At Brindle Gregson Lane Primary School we are committed to:

- promoting equality of opportunity
- eliminating discrimination and harassment
- valuing diversity and promoting positive relationships
- providing an inclusive education which enables all pupils to flourish
- meeting the requirements of the Equality Act 2010

The Equality Act 2010

The Equality Act 2010 replaces previous anti-discrimination legislation with a single Act. The Equality Duty is set out in section 149 of the Act. It replaces the three previous public sector equality duties – for race, disability and gender – and covers the following protected characteristics:

- age
- disability
- gender reassignment
- marriage and civil partnership (but only in respect of eliminating unlawful discrimination)
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation

We ensure that we have due regard to the need to:

- eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Act
- advance equality of opportunity between people who share a characteristic and those who don't
- foster good relations between people who share a characteristic and those who don't

Values and Beliefs

We are an inclusive school where pupils, parents, staff, governors, the local authority and local services work in partnership to meet the needs of the community. We celebrate the positive contribution made by different social, ethnic and linguistic groups.

We believe that members of our community should:-

- have an entitlement to a quality education within a safe, attractive, clean and orderly learning environment,
- have access to a broad, balanced and challenging curriculum,
- enjoy learning, achieve high standards and reach their potential,
- be taught and supported by highly skilled and motivated staff,

- be valued, respected and treated fairly,
- show tolerance and respect towards others,
- receive praise and encouragement and grow in confidence,
- be responsible for their own learning and behaviour,
- understand the need for good personal relationships and healthy living
- have access to a full range of extended schools services including childcare, health and social care, lifelong learning, family learning, study support and an out of hours programme of extra-curricular activities,
- be enabled to make a positive contribution to the community and the wider world.

Our inclusive ethos permeates all aspects of school life. The school, therefore, encourages all children to uphold its principles. They acquire independent learning skills, they support one another's learning, they learn to resolve their own problems and manage their own behaviour, they help one another to resolve conflicts and they support one another's play.

Staff and governors

Staff and governors demonstrate our values and commitment to equality by:-

- ensuring acceptable behaviour,
- responding to incidents and complaints in a proactive way,
- providing access to services, facilities and information,
- recruiting and employing people fairly,
- meeting specific needs.

Equality Objectives

We believe that equality at our school should permeate all aspects of school life and is the responsibility of every member of the school and wider community. Our school is committed to equality. Therefore:

- we do our best to ensure that everyone is treated fairly and with respect;
- ensure all learners that all learners have a broad, balanced and relevant curriculum;
- we make sure the school is a safe, secure and stimulating place for everyone;
- we promote cultural development and understanding through a rich range of experiences;
- we recognise that people have different needs, and we understand that treating people equally does not always involve treating them all exactly the same;
- we recognise that for some pupils extra support is needed to help them to achieve and be successful;
- we do our best to make sure that people from different groups are consulted and involved in our decisions, for example through talking with pupils and parents and carers, and through our School Council;
- there are clear procedures for dealing with prejudice-related bullying and incidents;
- we monitor and support attendance of all groups of children in school

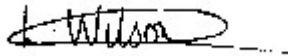
Systems and strategies, policies and procedures are in place to support these principles. As a result, our recent pupil survey showed that the vast majority of pupils:

- are happy at school;
- feel safe;
- feel they learn a lot;
- think the teaching staff help them to learn a lot;
- feel they learn about good behaviour.

This statement was reviewed in November 2021. It will be reviewed every 4 years or sooner in light of any statutory changes.

It will be reviewed again in November 2022.

Signed:

A handwritten signature in black ink, appearing to read 'L. Wilson', written over a horizontal line.