



Peover Superior

Endowed Primary 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

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
- Taking a "no-bystanders" approach to challenging prejudice.
- 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.



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- Using classroom posters, pictures, books, music, toys, dolls and other materials that are diverse in terms of race, ethnicity, faith, gender, age, family situations, disabilities
- Celebrating achievements across the diverse local, national and global community.
- Encouraging compassion and open-mindedness.

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.

Incidents of discrimination between children are formally logged by staff on our secure platform (CPOMS) and the Principal and Senior Leaders decide on how best to deal with such incidents. Parents of children involved are made aware and asked to work collaboratively with the school to ensure that children understand the impact of their discrimination. School staff use a consistent, scripted approach with children to explain the discrimination within an incident and remind pupils that everyone is unique and equal.

Where alleged discrimination occurs between adults, including non-teaching staff, school will investigate and take appropriate action in line with our Grievance Policy should that be necessary. Parents who fail

Our pupils are taught to be:

- Understanding of others (more than just me)
- Celebratory of diversity.
- Eager to reach their full potential.
- Inclusive through warmly welcoming new members to our community; fostering good, trusting relationships between staff, parents and pupils; making adaptations for pupils, families and staff so that they develop a sense of belonging; Thinking creatively about adjustments that might help them thrive and achieve.
- 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.



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- 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.
- Exploring other types of families using resources such as Stonewall's "different families, same love" poster and recommended texts.
- Ensuring that diversity is celebrated across all
- Inviting guest speakers to talk to pupils about diversity
- Focusing in on news stories that allow exploration of diversity and the big questions associated with it
- Incorporating lessons about diversity into the curriculum.
- Ensuring Sex and relationship education is relevant to all children and sensitive to their age, religion and race.

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.

Closing statement

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