

Sabden Primary School



Equality Statement & Objectives

School Aims & Philosophy

We value all the children in our school equally and we recognise the entitlement of each child to receive the best possible education. Within a caring and mutually supportive environment, we aim to:

- Build upon the strengths and achievements of the child
- Create an environment in which all individuals are valued, have respect for one another and grow in self-esteem.
- Give equal access and inclusion to all aspects of school life through academic, social and practical experiences. This will allow all children to experience success regardless of SEN, disability or any other factor that may affect their attainment. This is in so far as it is reasonably practical and compatible with the child receiving their special educational provision and the effective education of their fellow pupils.
- Ensure that effective channels of communication are sustained so that all persons, especially parents and carers, are aware of the pupil's progress and Special Educational Provision made for them.
- Assess children regularly so that those with SEN are identified as early as possible.
- Enable pupils with special educational needs to make the greatest progress possible.
- Work towards developing expertise in using inclusive teaching and learning strategies.

Equalities Statement

At Sabden 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

This policy acknowledges the school's legal duties under the Equality Act 2010, in respect of safeguarding in respect of pupils with special educational needs (SEN). At Sabden Primary School, equality is a key principle for treating all people fairly and creating a society in which everyone has the opportunity to fulfil their potential - irrespective of their gender, ethnicity, disability, religion or belief, sexual orientation, age, or any other recognised area of discrimination.

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
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation
- gender reassignment

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

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.

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.

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 Parliament;
- 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.

Document Control

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