



## **Equality Information and Objectives (Public Sector Equality Duty) Statement**

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<b>Date of approval:</b>	<b>December 2022</b>
<b>Next Review date:</b>	<b>December 2026</b>
<b>Review period:</b>	<b>4 yearly</b>
<b>Status:</b>	<b>Statutory</b> <b>Equality Act 2010</b> <b>The Equality Act (Specific Duties)</b> <b>Regulations 2011</b>

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## **Opening Statement**

We welcome our duties under Equalities 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. Farmor's 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
- 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
- Encouraging compassion and open-mindedness
- Challenging bias and calling it out in order to move the conversation forward

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.

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## **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. When an incident is reported, our school is devoted to ensuring appropriate action is taken and a resolution is put into place which is both fair and firm.

Our pupils are taught to be:

- Understanding of others
- Celebratory of diversity
- Eager to reach their full potential
- An inclusive member of the school community
- 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
- Encourage and adopt an inclusive attitude
- Lead by example
- Seek training if they need to improve their knowledge in a particular area
- Follow the relevant policies and protocols to include:
  - Anti-bullying Policy
  - SEND Policy
  - Curriculum Policy
  - Admissions Policy
  - Medical Policy
  - Safeguarding Children Policy
  - Sex & Relationships Policy
  - Code of Conduct

Throughout the year, the school provides a variety of opportunities to celebrate diversity, including:

- Planning activities and assemblies for key diversity awareness days
- Inviting guest speakers to talk to pupils about diversity
- Incorporating lessons about diversity into the curriculum

## **Equality and dignity in the workplace**

We do not discriminate against staff with regard to their:

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- 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.

### **Diversity and representation**

We endeavour to map our curriculum and approach to represent all groups within our school community. We regularly survey all members of our community (parents, pupils and staff) to gather their views on our approach and how to adjust our plans to ensure that they feel represented.

### **Inclusion**

As an inclusive school we see education as a teaching model whereby all pupils, regardless of their ability, learn together in one environment. We aim to foster an inclusive education environment where all pupils are treated fairly and get equal opportunities. Within an inclusive education environment, pupil diversity and uniqueness should be celebrated without discrimination.

### **Accessibility Plan**

We will continue to develop a three year Accessibility Plan, which will be reviewed on a 6 monthly basis by the Leadership Team, to ensure objectives are relevant and that appropriate progress against these is being made.

A copy of our Accessibility Plan will be published annually identifying within it information demonstrating how the above aims are being met.

### **Closing statement**

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

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