



**Equality Information and Objectives Statement  
for publication**  
February 2024


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Queensgate Foundation Primary School


**Policy Review**

This statement was adopted and amended accordingly from School bus and will be reviewed in full by the Governing Body on an annual basis.

The policy was last reviewed and agreed by the Governing Body on 5<sup>th</sup> February 2024

It is due for review on February 2025 (up to 48 months from the original date) February 2028

Signature  Head Teacher Date: 5<sup>th</sup> February 2024

Signature  Co-Chair of Governors Date: 5<sup>th</sup> February 2024

Policy control

Date	Amendments / additions	Reason

## **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.
- 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.

## **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.
- Inclusive.
- 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.

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

- Planning activities 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:

- 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**

#### **Inclusion**

Queensgate Foundation Primary School fosters an inclusive environment through a variety of systems and practices. Here is a list of some of these ways, although this is not exhaustive.

- Termly parent engagement sessions for each year group to ensure families feel part of the school community
- Strong PSHE teaching with the tag line, "Working together to stay safe, healthy and build good relationships for a successful future."
- A strong focus on Attendance

- A strong focus on assessment for learning, so that children's needs are precisely met
- Regular reminders and assemblies about British Values
- A proactive Family Liaison Office with the mantra: no child should be unseen
- A disability friendly building including disabled parking spaces and a lift
- A strong Pupil Premium Strategy that ensures broad experiences to all children whatever their background, for example, music, out and about and cookery
- High quality inclusive teaching
- An active School Council so that pupils' voices can be heard
- Well resourced with staff and learning materials to enable differentiation
- A raft of sports are on offer and the school has achieved the platinum award for sport
- Positive and diverse role models including Paralympians
- Coaching is used for staff to help their wellbeing and beliefs as necessary
- There is a growing sense of collective efficacy
- There is a strong focus on a growth mindset model
- Some children have bespoke timetables depending on their need
- We enjoy strong relationships with many external agencies
- We have a school dog – Benji – to support children and families with their needs
- We have a nurture suite, with ELSA trained staff, so that we can provide alternative curriculums when necessary

### **Closing statement**

To sum up prejudice is not tolerated and we are continuously working towards a more accepting and respectful environment for our school community.