



## SIMONSIDe PRIMARY SCHOOL

### EQUALITY STATEMENT

At Simonside Primary School we are committed to ensuring equality of opportunity for all pupils, staff, parents and carers irrespective of gender, race, disability, religion or belief, sexual orientation, age or socio-economic background. This commitment is also enshrined in our Rights Respecting School's Gold status.

We aim to foster a culture of inclusion and diversity in which everyone connected with the school feels proud of their identity and their ability to participate fully in all aspects of school life.

Public bodies, including schools, are covered by the Public Sector Equality Duty in the Equality Act 2010 and the Equality Act (Specific Duties) Regulations 2011. The school's general duties with regard to equality are:

- eliminating discrimination
- fostering good relationships
- advancing equality of opportunity.

#### **INCIDENTS OF DISCRIMINATION**

Simonside Primary School does not tolerate any form of prejudice-related incident.

We tackle discrimination through the positive promotion of equality, by challenging bullying and stereotypes and by creating an environment which champions respect for all.

Creating a prejudice-free environment where individuals feel confident, safe 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 the benefits it can have
- adopting an inclusive attitude
- adopting an inclusive curriculum that is accessible to all
- encouraging compassion and open-mindedness.

Our school is committed to not only eradicating discrimination but also increasing understanding and appreciation of diversity.

#### **EQUALITY IN TEACHING AND LEARNING**

We are committed to having a balanced and fair curriculum.

We will provide all our pupils with the opportunity to succeed and to reach the highest level of personal achievement. We will do this by:

- removing barriers to learning, ensuring equality of access for all pupils and preparing them for life in a diverse society
- using materials that reflect the diversity of the school, population and local community without stereotyping
- promoting attitudes and values that challenge any discriminatory behaviour or prejudice
- providing opportunities for pupils to appreciate their own culture and celebrate the diversity of other cultures
- seeking to involve all parents and carers in their child's education
- using teaching approaches appropriate for the whole school population which are inclusive and reflective of our pupils.

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 sensitively in a way that prevents discrimination and instead promotes inclusive attitudes. We will also respect the right of parents to withdraw their children from classes which pose conflict to their own beliefs.

#### **EQUALITY IN ADMISSIONS (AND EXCLUSIONS)**

Our admissions arrangements are fair and transparent and do not discriminate on the grounds of race, gender, religion or belief, disability and/ or socio-economic background.

#### **EQUAL OPPORTUNITIES FOR STAFF**

All staff appointments and promotions are made on the basis of merit and ability and in compliance with the law. We are keen to ensure that the staffing of the school reflects the diversity of our community.

The Trust/school has a full Equalities Policy which may be consulted for further details.

#### **EQUALITY CONSIDERATIONS IN DECISION MAKING**

Equality of opportunity will be considered in all decision making. School will consider the impact of significant decisions on particular/specific groups. For example, when planning an educational visit, school will consider any religious holidays, accessibility and equivalent facilities for girls and boys.

#### **CONCLUSION**

Simonside Primary School takes seriously its responsibilities to comply with equalities and diversity legislation. We believe that diversity is a strength which should be respected and celebrated by all those who learn, teach and visit us.