



Kirkstall Valley Primary School

Equality Information and Objectives Statement

Date policy last reviewed: _____

Signed by:

_____ Headteacher Date: _____

_____ Chair of governors Date: _____

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Reviewed by
Forbes solicitors

Forbes
Solicitors

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 between people who share a protected characteristic and those who do not.
- 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.
- Ensuring policies and procedures take into account equal opportunities and these considerations form a key part of considerations prior to implementation or amendment of a policy.
- Promoting a culture where pupils, staff and parents feel able to share concerns and worries generally, but also particularly for those individuals who have a protected characteristic.

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:

- 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 and internal processes are non-prejudicial, whether they result in warnings, dismissal, or any other form of sanction.

Diversity and representation

At Kirkstall Valley Primary School, we are committed to ensuring our school community reflects the rich diversity of our local area and the wider world. We understand that genuine representation is vital for creating a truly inclusive environment where everyone feels valued and seen. To achieve this, we actively work to ensure that all groups are represented throughout our school life, including in our staff, curriculum, and school activities.

We strive to build a diverse staff team that brings a range of perspectives and experiences, which enriches the learning environment for our pupils. Our recruitment and selection processes are designed to be fair and unbiased, focusing on merit and skills while also promoting diversity.

Furthermore, our curriculum is designed to be as diverse as our pupils. We incorporate lessons and materials that represent different cultures, backgrounds, and identities. By featuring a wide range of voices and role models, we aim to ensure that all our pupils can see themselves and their families reflected in their learning, while also gaining a broader understanding of the world around them. We also invite guest speakers from a variety of backgrounds to share their experiences and knowledge with our pupils.

Inclusion

Creating an inclusive environment is at the heart of everything we do at Kirkstall Valley Primary School. Inclusion is not just about physical access; it's about fostering a culture where every individual, regardless of their background or protected characteristic, feels confident, at ease, and able to thrive.

We achieve this by embedding inclusive practices into our daily routines and overall school ethos. Our staff and pupils are encouraged to be respectful and fair to all members of the school community. We continuously work to develop a shared understanding of what inclusive behaviour looks like, ensuring it aligns with our core school values.

A key part of our commitment to inclusion is providing a curriculum that is accessible to all learners. We recognise that every pupil learns differently, and we are dedicated to providing the support and resources needed to help them reach their full potential. We also promote an open culture where pupils, staff, and parents feel comfortable raising any concerns they may have, particularly those relating to protected characteristics. Our commitment extends to all members of the school community, and we treat everyone with the same level of respect and dignity.

Closing statement

We are dedicated to fostering an environment at Kirkstall Valley Primary School where every member of our community feels valued, respected, and heard. Our commitment to eliminating prejudice and promoting equality is continuous, and we believe that by working together, we can create a truly accepting and respectful place for all.