

Vange Primary School and Nursery



Equality Statement & Objectives

Autumn 2024

Equality Statement 2023

As a public sector authority, Vange Primary School & Nursery has a statutory duty to:

- (a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Equality Act 2010;
- (b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
- (c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

The protected characteristics are:

- age;
- disability;
- gender reassignment;
- marriage and civil partnership;
- pregnancy and maternity;
- race;
- religion or belief;
- sex;
- sexual orientation.

Socio-economic status

The act does not cover socio-economic circumstances as a protected characteristic. However, in our school, socio-economic circumstances are taken into consideration. We believe that economic deprivation and all the associated disadvantages should not preclude our students from achieving their potential. We believe that every member of our community is entitled to respect irrespective of their domestic circumstances.

In order to meet our statutory duty effectively, at Vange Primary School our objectives are to:

- *remove or minimise disadvantages suffered by persons who share a relevant protected characteristic that are connected to that characteristic;*
- *take steps to meet the needs of persons who share a relevant protected characteristic that are different from the needs of persons who do not share it;*
- *encourage persons who share a relevant protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low*

Vange Primary School & Nursery recognises that these duties reflect international human rights standards as expressed in the UN Convention on the Rights of the Child (UNCRC) and The UN Convention on the Rights of People with Disabilities and the Human Rights Act 1998. We welcome the general principles of UNCRC and have regard, in particular, for the needs of children and young people who are disadvantaged and vulnerable and their parents and carers. We believe wholeheartedly in the importance of narrowing the gaps in achievement which affect the Academically More Able, Disadvantaged and Special Educational Needs pupils.

We aim to fulfil our duty by

- actively promoting Nurture as one of our Core Values
- treating every single individual in our school community with respect
- enabling every single learner to access every single aspect of the school curriculum at their level
- promoting 100% participation and differentiating experiences according to learners' needs and challenges, both seen and unseen
- providing training and support for all members of staff and volunteers so that they feel confident in adapting learning for every single student
- providing a broad and balanced curriculum that is tailored to every learners' needs and enables them to fulfil their potential
- involving families as much as possible in the life of the school community

The Roles and Responsibilities related to the plan are outlined below:

Governors

A named Governor will take the lead.

The Governors as a whole are responsible for:

- Making sure the school complies with the relevant equality legislation.
- Monitoring progress towards the equality objectives and reporting annually.

The Heads of School

The Heads of School will:

- implement the school's equality objectives, ensure that access plans are written and that they are readily available to governors, staff, pupils and parents/carers.
- ensure all staff know their responsibilities and receive training and support in carrying these out.
- Take appropriate action in cases of harassment and discrimination, including prejudice related incidents.
- Enable reasonable adjustments to be made in relation to disability in regard to pupils, staff, parents/carers and visitors to the school.

All staff

All staff across the school will:

- Advance equality in their work.
- Foster good relationships between groups and challenge any prejudice related incidents.
- Be able to recognise and challenge bias and stereotyping.
- Take up training and learning opportunities.

All students

All students will:

- Follow the relevant policies and procedures.
- Engage with the PSHE curriculum in relation to improving equality.
- Report any incidents of bullying, harassment or prejudice related incidents.

All families

All families will:

- Support the school's policy on equality
- Endeavour to modify attitudes and behaviours relating to stereotyping, discrimination, harassment and prejudice

Visitors

All visitors, including governors, volunteers and contractors, have a responsibility to model the school's standards in relation to the equality duty