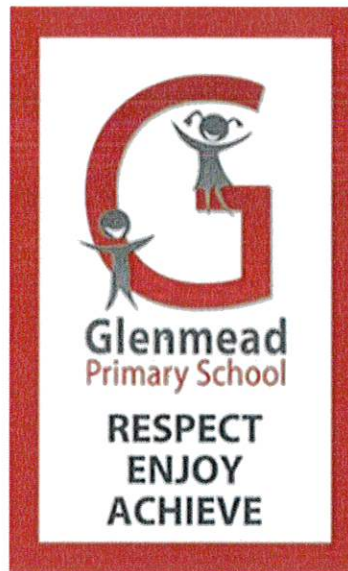




Glenmead Primary School

Equality Information and Objectives Statement

Date policy last reviewed: 2024/5

Signed by:

Aspemer

Headteacher

Date: June 2026

hr An

Chair of governors

Date: June 2026

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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.

As a school we actively promote the Protected characteristics through:

- Our school vision and culture
- Our school core values
- Our school Relational Behaviour Policy
- Conscious role modelling by all adults in the school community
- Active engagement and communication with parents and carers
- Assemblies, Music Concerts and other performances.
- The promotion of British values in school life
- Developing a love of reading through a range of authors and genres
- Discussion within connected curriculum subjects, taking a cross-curricular approach, for example when we learn about Black History month and when we learn about relationships in PSHE
- Promoting ORACY by building appropriate language and a coherent vocabulary
- PSHE and RSHE lessons-including myHappyminds
- Religious Education lessons
- Sporting competitions –inter and intra-competitions
- Educational visits

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 and Respect each other's differences.
- 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:

We strive to ensure that every individual is treated with fairness, dignity, and respect, and that barriers to participation and achievement are actively identified and removed. Through ongoing reflection, training, and engagement with our community, we aim to continually strengthen our inclusive practice. Together, we will uphold a culture where difference is valued, everyone feels a true sense of belonging, and all are empowered to succeed.

Closing statement

At Glenmead Primary School we celebrate pupils' achievements on a regular basis. We have a range of different 'Young Leader' roles in school and ensure that there are representations from across the school community included. Throughout our curriculum we represent our diverse community through different stories, visits, Collective worship themes etc.

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regardless of background, ability, or need, is fully supported to achieve their potential and feel a valued member of our school community. We promote equality of opportunity and actively challenge discrimination, fostering a culture of respect, belonging, and high expectations for all.

Inclusion

At Glenmead Primary School we celebrate pupils' achievements on a regular basis. We have a range of different 'Young Leader' roles in school and ensure that there are representations from across the school community included. Throughout our curriculum we represent our diverse community through different stories, visits, Collective worship themes etc.

Diversity and representation

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.

- Age.
- Disability.
- Gender reassignment.
- Marital or civil partner status.
- Pregnancy or maternity.
- Race.
- Religion or belief.
- Sex.
- Sexual orientation.

We do not discriminate against staff with regard to the protected characteristics::

Equality and dignity in the workplace

- Planning activities for key diversity awareness days.
- Inviting guest speakers to talk to pupils.
- Incorporating lessons about diversity into the curriculum.
- Visiting different Places of Worship.
- Implementing a range of Collective Worship themes.