



Castleton C of E Primary School

Equality Statement (Developed June 2014)

May 2019

At Castleton C of E Primary School we value the individuality of our children. We believe that diversity is a strength to be respected and celebrated. We are committed to ensuring that all of our children have every opportunity to achieve irrespective of race, disability, sex, age, religion or belief.

The Equality Act 2010

As a school we welcome our duties under the Equality act 2010 which requires us to publish information that demonstrates that we have due regard for the need to:

- Eliminate unlawful discrimination, harassment, victimisation
- Advance equality of opportunity
- Foster good relations between groups of people

This statement sets out our approach to these matters.

Our Approach

We believe that promoting equality is the whole school's responsibility. Our school is opposed to all forms of prejudice and we recognise the need to advance equality of opportunity by taking steps to minimise disadvantages, meet the different needs of different groups, and to encourage participation when it is disproportionately low. We are a Church of England school and we are committed to exploring the Christian faith as well as other world religions.

We will **endeavour to eliminate discrimination** by:

- considering equality issues when making decisions, developing and changing policies;
- recognising and celebrating differences as a strength through our rich curriculum;
- providing our children and staff with an awareness of the impact of prejudice;
- making inclusion and equality issues key to our school policies;
- complying with local authority procedures for recording racial incidents.

We will **advance equality of opportunity** by:

- encouraging all children to take part in everything;
- aiming to minimise any disadvantages suffered by people due to equality issues;
- aiming to cater for children who have needs which are different to those of other children;
- monitoring the core areas (attainment, attendance, behaviour and participation) by reference to specific groups in order to address equality of opportunity.

We will **foster good relations** by:

- encouraging positive attitudes and relationships within a shared sense of belonging;
- scheduling regular 'whole school' events giving the opportunity for children to share and explore issues arising from our diverse society;

- participating in events with other schools and groups in the locality;
- encouraging children to take seriously other responsibilities as a member of the local community.

Whole School Objectives

We have two objectives designed to ensure that we maintain our approach to equality issues;

Previous objectives

1. We will set up and develop a School Council to contribute to school improvement.
2. We will encourage greater community cohesion by seeking to involve the local community in raising the profile of the school.

New objectives

1. Develop the new library as a resource of fiction and non-fiction, that reflects the diversity of modern day society, to aid preparing our children for life in modern Britain.
2. Develop assessment procedures that accurately reflect the progress of the wide range of abilities within the school.

We will monitor and evaluate these objectives through the School Development Plan.

Signed: Headteacher **Date:**.....

Signed: Chair of Governors **Date:**.....

Review: June 2020
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