



Equality Statement

At Brimington Junior School, we are committed to ensuring equal opportunity for all pupils, staff, parents and carers irrespective of race, gender, disability, belief, sexual orientation, age or socio-economic background.

Every member of the school community should feel safe, secure, valued and of equal worth. We aim to develop a culture of inclusion and diversity in which everyone in our school community feels proud of their identity and ability to participate fully in school life.

The Equality Act 2010 was introduced to ensure protection from discrimination, harassment and victimisation on the grounds of specific characteristics:

- age
- being or becoming a transsexual person
- being married or in a civil partnership
- being pregnant or on maternity leave
- disability
- race including colour, nationality, ethnic or national origin
- religion, belief or lack of religion / belief
- sex
- sexual orientation

(These are called 'Protected Characteristics' under the **Equalities Act 2010**)

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

Equality in Teaching and Learning

Through our work in the classroom (PSHE, Jigsaw sessions) we will ensure that pupils understand the importance of equality and what forms discrimination can take and the impact discrimination can have. We provide all our pupils with the opportunity to succeed and to reach the highest level of personal achievement. Our Learner's Code tells us how we are expected to behave in school and rewards us when we show good learning behaviour.

We believe that the children in our school should:

- have an entitlement to a quality education within a safe, and engaging environment
- have access to a broad, balanced and challenging curriculum,
- enjoy learning, achieve high standards and reach their potential,
- be taught and supported by highly skilled and motivated staff,
- be valued, respected and treated fairly,
- show tolerance and respect towards others,
- receive praise and encouragement and grow in confidence,
- be responsible for their own learning and behaviour,
- understand the need for good personal relationships and healthy living,
- enjoy learning and want to come to school

Equality in Admissions and Exclusions

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

Equal Opportunities - Staff

All staff appointments and promotions are made on the basis of merit and ability and in compliance with the law.

The school has a full and separate **Equal Opportunities Policy**.

Our School Objectives for 2017-18

- To develop an understanding of different cultures through a range of experiences both in and beyond school, with an emphasis in British Values
- To narrow the gap between attainment of boys and girls writing at the end of Key Stage 2
- To give all children similar opportunities to participate in extra-curricular activities
- To tackle stereo types and prejudice and celebrate difference within and outside school