



Roberts Primary School

Equality Statement



Lighting the Way to Success.

To be read in conjunction with:

Equality and Diversity Policy
SEN Policy
Anti-Bullying Policy
Visiting Speakers Policy
Managing Allegations Against Other Pupils Policy
Public Sector Equality Duty Policy
Whistleblowing Policy
Safeguarding Policy
Behaviour and Discipline Policy
Data Protection Policy

Equal Opportunities Policy (YourHR)
Equality Act 2010
Special Educational Needs and Disability Act 2001
Protection from Harassment Act 1997
Employment Rights Act 1996
Employment Relations Act 1999
The Health & Safety at Work Act 1974
Data Protection Act 1998

Rationale

Roberts Primary School welcomes our duties under the 2010 Equality Act to:

- eliminate discrimination, harassment and victimisation;
- advance equality of opportunity; and,
- foster good relations;

in relation to age (for adults), disability, gender, gender identity/reassignment, marriage/civil partnership (for discrimination), pregnancy/maternity, race (including ethnicity, colour or national origin), religion or belief, and sexual orientation.

In fulfilling these duties, we are guided by nine principles:

1. All our learners, parents/carers, governors and staff are of equal value;
2. We recognise and respect difference and understand that treating people equally does not necessarily involve treating them all the same, as different people have different needs;
3. We foster positive attitudes and relationships, and a shared sense of belonging;
4. We observe good equalities practice in staff recruitment, retention and development;
5. We actively work to reduce and remove inequalities and barriers that already exist;
6. We consult and involve widely to ensure that those who are affected by our policies and activities are involved in the design of our work;
7. We intend that our policies and activities should benefit society as a whole, both locally and nationally, by fostering greater social cohesion and participation in public life;
8. As required by the Act, we base our practices on sound evidence and openness about the issues that face us – we maintain and publish information to show how we are meeting our duties and about our progress towards greater equality; and,
9. As required by the Act, we publish equality objectives, based on the evidence we have collected and the engagement with people from different groups, also considering national and local priorities and issues.

We recognise that the actions resulting from a policy statement such as this are what make a difference. Therefore, we draw up an action plan within the framework of the overall school improvement plan setting out how we shall pursue our objectives. We keep these under review and report annually on progress towards achieving them.

We ensure the nine principles listed above apply to the full range of our policies and practices. We keep each curriculum subject or area under review in order to ensure that teaching and learning reflect the nine principles.

We have a full equality policy, available on request which explains:

- How we respond to prejudice and prejudice-related bullying;
- Roles and responsibilities of the Governing Body and staff;
- How we support religious observance;
- How we support staff develop;
- How we respond to breaches of the policy;
- Our approach to monitoring and evaluating the success of our policy.