



Woodfield Primary School



(001) Equality Statement

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Written by	Woodfield Primary School
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1 Woodfield Primary School Equality Statement

- 1.1 At Woodfield Primary School, we are committed to ensuring equality of opportunity for all pupils, staff, parents and carers irrespective of race, gender, disability, belief, sexual orientation, age or socio-economic background. We promote a culture of inclusion and diversity in which all members of the school community feel proud of their identity and are able to participate fully in school life. This ambition is firmly embedded within The Rose Learning Trust Equal Opportunities and Dignity at Work Policy.
- 1.2 Woodfield Primary School tackles discrimination through the positive promotion of equality, by challenging bullying and stereotypes and by creating an environment which champions respect for all. Woodfield Primary School stands against all forms of discrimination on the grounds of ethnic origin, religion, sexual orientation, gender, disability or ability.
- 1.3 The over-arching principles of the objectives are as follows:
- Promoting equal opportunities
 - Eliminating unlawful discrimination
 - Eliminating harassment
 - Promoting positive attitudes
 - Promoting British values
 - Promoting mutual respect, partnership working and collaboration
 - Encouraging participation of disabled
- 1.4 This is achieved through the following objectives:
- Promotion of cultural understanding and awareness of different religious beliefs between different ethnic groups within our school community.
 - Monitoring and promotion of the involvement of all groups of pupils in the wider life of the school, including leadership opportunities, especially pupils with special educational needs and disabilities.
 - Actively close gaps in attainment between pupils and groups of pupils; especially boys, pupils eligible for free school meals, pupils with special educational needs and disabilities, looked after pupils and pupils from minority groups.
 - Continue to improve accessibility across the school for pupils; staff and visitors with disabilities.
 - Endeavour to ensure that the staff body and representation of staff in leadership roles is reflective of the local community.
 - Reduce the incidence of the use of homophobic, sexist and racist language by pupils in the school.
 - Support for our most vulnerable families and pupils through the work we undertake with them in school as well as accessing other agents and services.

1.5 Through a range of activities we aim to enable our pupils to develop their:

- Self-knowledge, self-esteem and self-confidence.
- Their acceptance of responsibility for their behaviour.
- Their understanding of how they can contribute positively to the lives of those living and working in the locality in which the school is situated and to society more widely.
- Respect for their own and other cultures.
- Respect for other people, with particular regard to the protected characteristics set out in the Equality Act 2010
- Respect for democracy and support for participation in the democratic process.

1.6 Our Commitment to Staff:

- It is our duty to ensure equality of opportunity between people from different groups and to foster good relations between people from different groups.
- It is our duty to ensure that recruitment, promotion, training, development, assessment, benefits, pay, terms and conditions of employment, redundancy and disciplinary are determined on the basis of capability, qualifications, experience, skills and productivity.

1.7 *Under the Equality Act 2010, the categories of age, disability, race, religion or belief, sex, sexual orientation, gender reassignment, marriage and civil partnership and pregnancy and maternity are now known as 'protected characteristics'.*