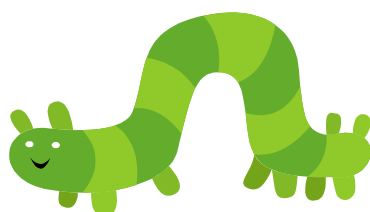




and



Abbots Farm Preschool

Equality and Diversity Statement

May 2021

Review by May 2025

We welcome our duties under the Equality Act 2010. The school's general duties, with regard to equality are:

- Eliminating discrimination
- Fostering good relationships
- Advancing equality of opportunity.

We will not discriminate against, harass or victimise any pupil, prospective pupil, or other member of the school community because of their:

- Sex
- Age
- Race
- Disability
- Religion or belief, or lack thereof
- Sexual orientation
- Gender reassignment.
- Pregnancy or maternity
- Marriage or 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. This belief is embedded in our ethos, vision and aims:

Our Ethos:

Abbots Farm Infant School and Abbots Farm Preschool are environments where:

- learning is fun
- children are prepared for their future
- all efforts are acknowledged and celebrated
- everyone is valued and respected as an individual
- we will educate our children about equality and diversity and where we pledge to meet the needs of all individuals
- everyone is encouraged to be part of and contribute to the community
- we encourage everyone to make healthy life choices

Our Vision:

We provide a happy, safe and stimulating learning environment where we build strong foundations. We empower our children to have high aspirations and develop skills to continue to be successful at school and in the community.

Our Aims:

To be the best we can be we will:

- Be an excellent communicator – listen, share our ideas and reason with others
- Have high aspirations – be inquisitive, creative, hardworking and ambitious
- Be respectful – be kind, polite, helpful, caring and honest, to ourselves and others
- Be self-confident – be independent, have high self-esteem, to persevere and take risks
- Be responsible – take care of ourselves, others and our diverse community

Creating a prejudice-free environment where individuals feel confident and at ease is a commitment of the school. We work to achieve this environment by:

- Being respectful
- Always treating all members of the school community fairly
- Developing an understanding of diversity and the benefits it can have
- Adopting an inclusive attitude
- Adopting an inclusive curriculum that is accessible to all
- Encouraging compassion and open-mindedness

We are committed to having a balanced 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. We will also respect the right of parents to withdraw their children from certain classes which pose conflicts to their own beliefs.

Dealing with Prejudice

We do not tolerate any form of prejudice-related incident. Whether direct or indirect, we treat discrimination against members of our school community with the utmost severity. When an incident is reported through our thorough reporting procedure, our school is committed 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 cultural diversity
- Eager to reach their full potential
- Inclusive
- 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 employee's will:

- Promote diversity and equality
- Encourage and adopt an inclusive attitude
- Lead by example

Objectives

In achieving compliance with the Equality Act 2010, objectives are set and reviewed annually. Detailed below are the school's current set of overriding objectives.

Objective Group	Objective
Pupil Achievement	<ul style="list-style-type: none">• All pupils are assessed, monitored and tracked through Otrack.• Under-achievement is identified and appropriate intervention is applied.• Pupils are able to participate in a full range of extra-curricular opportunities.
Behaviour and Safety	<ul style="list-style-type: none">• Pupils respect one another.• Pupils feel safe and valued.• Pupils, staff and parents know that misconduct and gross misconduct will be challenged.
Teaching	<ul style="list-style-type: none">• All pupils experience 100% 'good or better' lessons.
Leadership and Management	<ul style="list-style-type: none">• The staff and Governing Body reflects the diversity of the school community.• No pupils (or their families) are disadvantaged academically, socially or emotionally. All staff are mindful of the academic and social needs of all children, especially potentially vulnerable children.• The Headteacher is responsible for the collection, analysis and publication of equality data including the recording of prejudice-related incidents.

The school will make reasonable adjustments to meet the needs of disabled pupils and implement an accessibility plan aimed at:

- increasing the extent to which disabled pupils can participate in the curriculum
- improving the physical environment of schools to enable disabled pupils to take better advantage of education, benefits, facilities and services provided
- improving the availability of accessible information to disabled pupils

The school's leaders accept and welcome their responsibility to have due regard in decision-making and actions to the possible implications for pupils with particular protected characteristics. They will consider equality implications before and at the time that they develop policy and take decisions.

Responsibility

We believe that promoting equality is the responsibility of the whole school community.

School Community	Responsibility
Governing Body	Involving and engaging the whole school community in identifying and understanding equality barriers and in the setting of objectives to address these.
Headteacher	<p>As above including:</p> <p>Promoting key messages to staff, parents and pupils about equality and what is expected of them and can be expected from the school in carrying out its day to day duties.</p> <p>Ensure that staff have appropriate skills to deliver equality, including pupil awareness. Ensure that all staff are aware of their responsibility to record and report prejudice related incidents.</p>
Senior Leadership Team	<p>To support the Headteacher as above.</p> <p>Ensure fair treatment and access to services and opportunities. Ensure that all staff are aware of their responsibility to record and report prejudice-related incidents.</p>
Teaching Staff	<p>Help in delivering the right outcomes for pupils.</p> <p>Uphold the commitment made to pupils and parents/carers on how they can be expected to be treated.</p> <p>Design and deliver an inclusive curriculum</p> <p>Ensure that they are aware of their responsibility to record and report prejudice-related incidents.</p>
Support Staff	<p>Support the school and the Governing Body in delivering a fair and equitable service to the whole school community.</p> <p>Uphold the commitment made by the Headteacher on how pupils and parents/carers can be expected to be treated.</p> <p>Support colleagues within the school community.</p> <p>Ensure that they are aware of their responsibility to record and report prejudice-related incidents.</p>
Parents	<p>Take an active part in identifying barriers for the school's community and informing the Governing Body of actions that can be taken to eradicate these.</p> <p>Take an active role in supporting and challenging the school to achieve the commitment made to the school's community in tackling inequality and achieving equality of opportunity for all.</p>

Pupils	<p>Supporting the school to achieve the commitment made to tackling inequality.</p> <p>Uphold the commitment made by the Headteacher on how pupils and parents/carers, staff and the wider community can be expected to be treated.</p>
Local Community Members	<p>Take an active part in identifying barriers for the school community and informing the Governing Body of actions that can be taken to eradicate these</p> <p>Take an active role in supporting and challenging the school's to achieve the commitment made to the community in tackling inequality and achieving equality of opportunity for all.</p>

We ensure that the whole school community is aware of the Equality and Diversity Statement and our published equality information and objectives by publishing them on our website.

Breaches

Breaches of the Equality and Diversity Statement are dealt with in the same ways that breaches of other school policies are dealt with and are outlined in our Complaints Policy. This can be found on our school website.

Monitoring and Review

Objectives are reviewed annually to reflect any changes in our school profile. Objectives are considered in the school's learning improvement plan and are reviewed as part of this process.

- This policy will be reviewed **every four years** by the **Headteacher** and the Governing Body.
- The next schedule review date is **May 2025**.

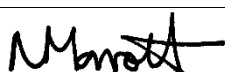
Signed by:



25/5/21

Headteacher

Date:



Chair of Governors

Date:

25/5/21