



Equalities Statement Policy and Objectives 2024

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 staff member, pupil, prospective pupil, or other member of the school community because of their:

- Sex.
- Age.
- Race.
- Disability.
- Religion or belief.
- Sexual orientation.
- Gender reassignment.
- Pregnancy or maternity.
- Marriage and 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. These aims are explicitly tied in with our vision for children at Coldfall and specific Golden Thread, that is woven into the curriculum and all facets of school life:

Respect, celebrate, include and learn from a diverse range of people, cultures and backgrounds.

Aims to eradicate discrimination

Coldfall Primary School aims to limit and abolish prejudicial incidents by creating a prejudice free environment. This covers the implicit messages we send to our children through our curriculum, assemblies, displays on the walls and the books in our libraries. This is also part of the school's overarching Ethos and Golden Thread:

Respect, celebrate, include and learn from a diverse range of people, cultures and backgrounds.

We closely monitor and record any incidents that discriminate against children and work with children and families to support, understand and change these negative behaviours.

We believe that a greater level of success from pupils and staff can be achieved by realising the uniqueness of individuals. Creating an inclusive environment where individuals feel confident and at ease is a commitment of the school. This environment will be achieved by:

- Being respectful.
- Always treating all members of the school community fairly.
- Developing an understanding of diversity and inclusion and the benefits it can have.
- Adopting an inclusive attitude and ensuring that the whole school community understands what inclusive behaviour looks like in the school and how this aligns with the school's values.
- Adopting an inclusive curriculum that is accessible to all.
- Encouraging compassion and open-mindedness.
- Challenging bias and calling it out in order to move the conversation forward.

We are committed to having a balanced, diverse 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.

Dealing with prejudice and celebrating diversity

We do not tolerate any form of prejudice-related incident. Whether direct or indirect, we treat discrimination against all members of our school with the utmost severity. When an incident is reported, our school is devoted 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.
- Upstanders
- Celebratory of 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 employees will:

- Promote diversity and equality.
- Encourage and adopt an inclusive attitude.
- Lead by example.
- Seek training if they need to improve their knowledge in a particular area.

Throughout the year, the school provides a variety of opportunities to celebrate diversity, including:

- Planning activities for key diversity awareness days. E.g., Pride Day, Mental Health Awareness Week, Black History Month.
- Inviting guest speakers to talk to pupils about diversity.
- Incorporating lessons about diversity into the curriculum.

Equality and dignity in the workplace

We do not discriminate against staff with regard to their:

- Age.
- Disability.
- Gender reassignment.
- Marital or civil partner status.
- Pregnancy or maternity.
- Race.
- Religion or belief.
- Sex.
- Sexual orientation.

Equality of opportunity and non-discrimination extends to the treatment of all members of the school community. All staff members are obliged to act in accordance with the school's various policies relating to equality.

We will guarantee that no redundancy is the result of direct or indirect prejudice. All disciplinary procedures are non-prejudicial, whether they result in warnings, dismissal, or any other disciplinary action.

Diversity and representation

The school regularly invites parents from specific groups to meet together: This includes the Black and Black Heritage Group, Autism Coffee mornings, LGBTQ+ coffee mornings etc

Inclusion

Coldfall Primary School fosters an inclusive environment for all members of the school community. At Coldfall there are approximately 52 different languages spoken by children and cultures, religions, heritage and traditions from all around the world. Our curriculum at Coldfall reflects this in the stories that the children read in the class libraries to Geography and History units that they study. For example, in History children learn about Famous Londoners including Mary Seacole and also the Windrush generation as well as the impact of Black Britons. In Geography children learn about their local area but also visit the Mediterranean, Sierra Leone and North and South America.

Furthermore, we recognise, celebrate and include children and role models with learning differences, such as ASC, in our assemblies, on our displays and throughout the school experience and offer.

Our displays and environments are reviewed by our Inclusion and diversity team so that we ensure that children from all backgrounds can recognise themselves in their learning and their school.

Closing statement

Prejudice is not tolerated and we are continuously working towards a more accepting and respectful environment for our school community.

Equality Objectives:

- To ensure that pupils with SEND are able to participate fully in the curriculum and with school life at Coldfall Primary. All pupils with SEND will make excellent progress from their starting points.
- To ensure that the attainment of Black African Heritage and Black Caribbean Heritage pupils is in line with all pupils at Coldfall Primary.
- To ensure that all faiths are respected and celebrated at Coldfall Primary and that children will respect each other's backgrounds.

These objectives will be monitored as part of the School Development plan and reviewed annually.

These objectives will be updated every 3 years.

January 2024