

Equality Duty Statement – Bayford (C of E) Primary School

It is our mission that Bayford School should be a place where all people thrive – physically, mentally, socially, spiritually and economically. We will do everything within our powers and resources to make this happen.

We will do this with due regard to our responsibilities as a public body incorporating the General duties and Specific duties detailed under the Equality Act 2010.

The *General Duty* requires us to: eliminate discrimination, promote and advance equality of opportunity and foster good relations between people from different groups.

- We will take action to ensure equality of opportunity and we will work vigorously to combat all forms of discrimination and injustice.
- We will celebrate diversity within our school community.
- We will work to ensure that Bayford School is a strong and vibrant community where everyone feels safe and valued with the opportunity to participate fully in school life.

To eliminate discrimination we will:

- Ensure that our Equalities Policy is based on consultation of all stakeholders, and is available to all.
- Actively challenge gender stereotypes and regularly assess differences in gender achievement.
- Offer a culturally diverse curriculum to ensure awareness of different cultural needs and customs.
- Ensure that prompt action is taken for homophobic, racist or sexist comments.
- Respect different religious beliefs and make allowances for these in the curriculum.

At Bayford School we recognise the importance of equality of opportunity for all staff and users of our public service.

To promote and advance equality of opportunity we will:

- Ensure that every employee is treated fairly at work and will not receive less favourable treatment on the grounds of age, disability, gender, marital status, sexual orientation, race, colour, nationality, ethnic or national origin or any other grounds which cannot be justified.
- Ensure that our recruitment procedures reflect a non-discriminatory base as outlined above.
- We commit to removing disadvantage, meeting needs and encouraging participation with regard to individuals including staff and service users who have *protected characteristics* documented in the Equalities Act.

At Bayford School we acknowledge the importance of fostering good relations with all staff and users of our public service. To promote and foster good relations we will:

- Commit to eliminate discrimination on the grounds of age, disability, gender, marital status, sexual orientation, race, colour, nationality, ethnic or national origin or any other grounds which cannot be justified.
- Take positive action to enhance the opportunities of those who experience discrimination or disadvantage.
- Use the strength of our partnerships with parents and service users to ensure good relationships continue to evolve and develop.

Analysis of our policies and practices with regard to the requirements of the general duty.

Our initial analysis of our policies and practices indicate that we are committed to:

- Eliminating discrimination and harassment
- Promoting equality of opportunity
- Promoting good relations and positive attitudes towards all people
- Encouraging participation in public life.

Our commitment covers equality on grounds of: age, disability, gender (including Trans-gender), race, religion/belief and sexual orientation. We expect our staff and governors to put in place our commitment and organisational values by:

- Ensuring acceptable behaviour
- Responding to complaints and incidents in a positive and pro-active way
- Providing access to services, facilities and information
- Recruiting and employing people fairly and
- Meeting specific needs.

IN PRACTICE, HOW DOES THIS WORK AT BAYFORD SCHOOL?

- ❖ We celebrate, explain and embrace diversity of faiths, ethnicity, gender, and learning styles through general day to day teaching and through assemblies
- ❖ We learn about a wide range of religious celebrations through assemblies and our RE curriculum
- ❖ We embrace the whole school community, local and wider communities through delivery of a creative, positive curriculum, the extended curriculum and through assemblies: families and local representatives are welcomed into assemblies; pupils visit the local area, local residents and the church
- ❖ Throughout the school year (and during the already mentioned topic weeks) we welcome a range of visitors from differing backgrounds, too meet with the children and discuss their varied lives

- ❖ We do not tolerate racism or bullying in any form, and log incidents in our bullying log
- ❖ We endeavour through daily school life to make the children more resilient, more tolerant of others, more aware of their own actions and the impact on others, and more ready for adulthood
- ❖ We support pupils with a wide range of social, emotional and academic needs. We do this through teaching and tolerance, explanation and discussion. Adults model the management of pupils with varying needs and other pupils learn open-mindedness and understanding of others.

Ratified: March 2016

Review Date: March 2018