



# Equality Information and Equality Objectives

**Agreed by Academy Council:**

**Next review date:** January 2027

# **Gainford C of E Primary & Pre-School**

## **Vision Statement**

Through our Christian values, we ensure that every child shines in their own unique way. As a family, we welcome all into our safe, learning environment where we respect and celebrate each other's achievements. We want all our children to be confident, independent, resilient learners, with a sense of belonging, a feeling of being loved and ready to make their mark on the world.

## **Equality Information and Objectives Statement**

### **Opening statement**

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.

## **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. 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.
- Celebratory of diversity.
- Eager to reach their full potential.
- Inclusive.
- Aware of what constitutes discriminatory behaviour.
- How to seek support and report any incidents of discriminatory behaviour.

In line with the Equal Opportunities Policy in the Staff Handbook, 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.

## **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**

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

- Promoting tolerance, friendship and understanding of a range of religions and cultures through different aspects of our curriculum. This includes teaching in RE, citizenship and personal, social, health and economic (PSHE) education, but also activities in other curriculum areas. For example, as part of teaching and learning in English/reading, pupils will be introduced to literature from a range of cultures.
- Holding assemblies dealing with relevant issues.
- Working with our local community.
- Encouraging and implementing initiatives to deal with tensions between different groups of pupils within the school. For example, our school council has representatives from different year groups and is formed of pupils from a range of backgrounds. All pupils are encouraged to participate in the school's activities, such as sports clubs.
- Planning activities for key diversity awareness days.
- Incorporating lessons about diversity into the curriculum.

### **Closing statement**

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

The DND Learning Trust Staff Handbook contains the Trust wide Equal Opportunities Policy and each school's equality objectives further outline each school's policies regarding equality.

### **Monitoring and Review**

This statement will be reviewed by the Headteacher and Academy Council annually and updated where appropriate - any amendments will be duly communicated to staff members.

## **Equality Information:**

### **Staff:**

|                                 |   |
|---------------------------------|---|
| Age                             | 14 employees aged between 27 - 65   |
| Disability                      | 14 staff - 0% of staff record a disability.<br>We would ensure reasonable adjustments are made where possible when necessary. |
| Gender reassignment             | No staff member.<br>We would support any staff member undergoing gender reassignment.   |
| Marriage & civil partnerships   | Figures change - we comply with our equality duty   |
| Pregnancy and maternity         | Figures change - we comply with our equality duty   |
| 'Race' / ethnicity              | 14 staff - 100% White-British   |
| Religion and Belief / no belief | Staff gave information - we comprise of Christian, Church of England, Roman Catholic  |
| Sex - male/female               | 14 staff - 93% (13) female    7% (1) male   |
| Sexual orientation              | We support all staff members regardless of sexual orientation   |

**Pupils:**

|   |  |
|---|--|
| Age   | 3 - 11   |
| Disability  | 5 pupils record a disability<br>We ensure reasonable adjustments are made where possible when necessary  |
| SEND  | 22%  |
| Statements / EHCP's   | 2 with Statements / EHCP's   |
| Gender reassignment   | We would support any pupil undergoing gender reassignment or questioning their gender but have none on record.   |
| Marriage & civil partnerships   | n/a  |
| Pregnancy and maternity   | We are/would comply with our equality duty and have planned to deliver education on site if and when required or offer a place at the Pregnant Schoolgirl Unit, DCC. |
| 'Race' / ethnicity  | 89% White-British<br>4.5% White - Black African<br>2% Any other white background<br>4.5% Any other mixed background  |
| EAL   | 0 children with English as an additional language  |
| Religion and Belief / no belief   | Christian, Church of England, Roman Catholic, agnostic, no belief and other  |
| Sex - male/female   | 50% (22) female      50% (22) male   |
| Sexual orientation  | We support all pupils regardless of sexual orientation   |
| FSM   | 20%  |
| Vulnerable groups of pupils whose prior attainment may be different from that of other groups | 0 looked after children  |