

St. Luke's CE Primary School



Equality Information and Objectives Statement

Date adopted:	1/9/2023
Signed (Governors)	M. Hughes
Signed (Headteacher)	M. Lonsdale
Review Date:	1/9/2025
Written by:	M. Lonsdale

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.

At St Luke's CE Primary School, we aim 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.

Celebrating diversity

- We celebrate diversity through our PSHE lessons (Jigsaw). In these lessons we celebrate diversity throughout the world. This includes our jigsaw assembly.
- In Religious Education we learn about a range of religions and cultures. Following the Manchester Diocese Scheme 2023.
- We have daily worship in which we discuss inclusive behaviour, different cultures and religious events and British Values.
- We celebrate different religious festivals such as Eid, Christmas and Holi. Celebrating our schools' diverse cultures and backgrounds.

Dealing with prejudice

We do not tolerate any prejudice.

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.

- Incidents of prejudice are logged on CPOMs and with the Local Authority when relevant.
- Parents are involved.
- Appropriate sanctions put in place.
- Children will be supported, be that the offender or the victim. This support will be from the pastoral team and SLT.

Our pupils are taught to be:

- Understanding of others.
- Celebratory of diversity.
- Eager to reach their full potential.
- Inclusive. We celebrate many religious fest
- 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.
- Incorporating lessons about diversity into the curriculum.
- Use of assemblies to discuss diversity.

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

We want to focus on how the persistence and determination of significant individuals, from all backgrounds, have positively influenced the world in which we live and celebrate their achievements and contributions. We have considered how we can represent a variety of people in all of our subjects.

Inclusion

We are an inclusive school and every child, whatever their individual abilities or needs, is equally valued and welcome here. We expect all parents and visitors to understand and support our inclusive ethos. What does Inclusion mean? Inclusion is a universal human right.

Closing statement

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

The school's [Equality Information and Objectives Policy](#), [Pupil Equality, Equity, Diversity and Inclusion Policy](#) and [Staff Equality, Equity, Diversity and Inclusion Policy](#) further outline the school's policies regarding equality.

Mr M Lonsdale