



Equality Information and Objectives

2024-26

Oak Meadow Primary School

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CEO SIGNATURE

n/a - operational/delegated to CEO

CHAIR OF TRUST BOARD SIGNATURE

September 2024

DATE

Published information reviewed annually & published at
least every 4 years.

NEXT REVIEW DATE



Equality Information and Objectives Statement

Opening statement

At Oak Meadow Primary School, 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

Our school is inclusive; we focus on the well-being and progress of every child and we are committed to ensuring all members of our community are of equal worth.

We believe that the Equality Act (2010) provides a framework to support our commitment to valuing diversity, tackling discrimination, promoting equality and fostering good relationships between people. It also ensures that we continue to tackle issues of disadvantage and underachievement.

We recognise that these duties reflect international human rights standards as expressed in the UN Convention on the Rights of the Child, the UN Convention on the Rights of People with Disabilities, and the Human Rights Act 1998.



Our approach to equality is based on the following key principles:

- **All learners are of equal value:** Whether or not they are disabled, whatever their ethnicity, culture, economic background, national origin or national status, whatever their gender and gender identity, whatever their religious or non-religious affiliation or faith background and whatever their sexual orientation.
- **We recognise and respect difference:** We understand that diversity is a strength. We take account of differences and strive to remove barriers and disadvantages that people may face, in relation to background, disability, ethnicity, gender, religion, belief or faith and sexual orientation. We believe that diversity is a strength that should be respected and celebrated by all who learn, teach and visit here.
- **We foster positive attitudes and relationships and a shared sense of cohesion and belonging:** We actively promote positive attitudes and mutual respect between groups and communities different from one another. We foster a shared sense of cohesion and belonging. We want all members of our school community to feel a sense of belonging within the school and wider community and to feel that they are respected and able to participate fully in school life.
- **We observe good equalities practice in staff recruitment, retention and development:** We ensure that policies and procedures benefit all employees and potential employees in all aspects of their work, including in recruitment and promotion, and in continuing professional development.
- **We aim to reduce and remove inequalities and barriers that already exist:** We work to raise standards for all pupils, but especially for the most vulnerable. We believe that improving the quality of education for the most vulnerable groups of pupils raises standards across the whole school.
- **We have the highest expectations of all our children:** We expect that all pupils can make good progress and achieve to their highest potential.

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

The school challenges all forms of prejudice and prejudice-based bullying, which stand in the way of fulfilling our commitment to inclusion and equality including:

- Prejudices around disability and special educational needs;
- Prejudices around race, religion or beliefs;
- Prejudices around gender and sexual orientation.

Staff are made aware of how prejudice-related incidents should be identified, assessed, recorded and dealt with. We treat all incidents seriously. 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 by accepting, understanding, and attending to differences and diversity, which can include physical, cognitive, academic, social, and emotional.
- 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.
- Inviting guest speakers to talk to pupils about diversity.
- Incorporating lessons about diversity into the curriculum.

Equality and dignity in the workplace

We are committed to the implementation of equal opportunities principles and the monitoring and active promotion of equality in all aspects of staffing and employment:

- All staff appointments (and promotions) are made on the basis of merit and ability in compliance with the law;
- We eliminate discrimination and harassment in our employment practice and actively promote equality across all groups within our workforce;
- We respect the religious beliefs and practice of all staff, pupils and parents, and comply with reasonable requests relating to religious observance and practice;
- We ensure that all staff, including support and administrative staff, receive appropriate training and opportunities for professional development, both as individuals and as groups or teams.

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: Our curriculum has been designed to be as representative of the world and our community as possible. We aim to celebrate diversity and promote acceptance and respect. We want a curriculum that allows our children to regularly learn about, and be inspired by, individuals of all abilities from all backgrounds, cultures, genders, sexualities, religions and ethnicities. It is really important for us as a school, that the celebration of differences is embedded in our lessons and discussed frequently at every opportunity possible throughout the year. Weaving diversity throughout our curriculum is an on-going project. We aim to ensure diversity and representation through areas in pupils' learning such as:

Significant Individuals: 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 curriculum subjects.

Challenging Stereotypes: We want to make sure that we challenge assumptions to broaden our children's thinking. We use carefully chosen images, stories and activities throughout the curriculum to allow the chance to dispel stereotypes.

Diverse Visuals: We ensure that the visuals we choose are inclusive and diverse throughout the curriculum. Varied visuals also give our children opportunities to raise and discuss ideas that are important to them. This allows our children to explore the world and ask questions in a safe space.

Diverse Text types: It is really important that children get to 'see themselves' in books, both via fiction and non-fiction. Children should also be given the opportunity to see a wide range of people in all sorts of roles and responsibilities including that of the main characters and authors. We purchase new books annually that continue to diversify our library, book corners and chosen teaching texts support inclusive practice and challenge stereotypes.

School Core Values: Our five core values, Show empathy - More than me; Be healthy – Healthy body, healthy mind; Be curious – I see, I wonder; Be ambitious – Rise to the challenge; Be creative – Express yourself, encourage our community to show respect, ask questions in a safe space and work together consistently.



Black History Month

We celebrate Black History Month every October but at Oak Meadow, we do not restrict this to just one month. We work hard to ensure that our school curriculum includes significant people from diverse backgrounds throughout the year.

Inclusion

Oak Meadow Primary School fosters an inclusive environment for all members of the school community. Our school provides inclusive classrooms where children receive a holistic approach, with a curriculum that is balanced and learning environments where all children are encouraged to achieve in a broad range of activities, whatever their background or prior experience. Teachers set high but realistic expectations for each child in their care. The level of respect between children, their peers and staff and the understanding of individual responsibilities within the communities are among the main characteristics of our school. All success is underpinned by the strength of inclusive relationships between all stakeholders and across every facet of school life. All children are encouraged to take advantage of the extensive opportunities we provide for personal development and enrichment within their school lives, which in turn helps to prepare them for the outside world. At our school, leaders work together effectively to promote a familial and inclusive community that promotes continuous respect between all pupils, the community and staff alike.

Closing statement

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

The school's Equality Policy further outlines the school's policies regarding equality.