



# **Bolham Community Primary School**

## **EQUALITY AND DIVERSITY**

### **STATEMENT**

**Information our school is publishing to demonstrate that we have due regard to the need to promote equality, as required by the 2010 Equality Act.**

#### **1. Our specific duties**

We have two Specific Duties under the 2010 Equality Act:

- To publish information to demonstrate our compliance with the general duty to promote equality.
- To prepare and publish one or more equality objectives.

We have therefore prepared this document to show what we do to promote equality of opportunity and highlight the equality objectives we have prepared.

## **2. Our equality objectives, for September 2021 to September 2022 identified in our School Development Plan are to:**

- To lead the school through the on-going Covid -19 pandemic and ensure the best learning and health and well – being outcomes for the school community.
- To develop and embed a curriculum that is ambitious and designed to give all pupils, particularly disadvantaged pupils and including pupils with SEND, the knowledge and cultural capital they need to succeed in life
- To provide pupils and staff with the personal social and emotional support and training required, both as individuals and collectively, to continue to be successful post Covid – 19 and encourage everyone to be responsible, respectful and active citizens

## **Equality statement of commitment for the whole school community.**

Bolham Community Primary School acknowledges and welcomes our duties under the 2010 Equality Act to:

- Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the 2010 Equality Act with regards to staff employment.
- eliminate discrimination, harassment and victimisation;
- advance equality of opportunity
- foster good relations;  
in relation to age (for adults), disability, gender, gender identity/reassignment, marriage/civil partnership (for discrimination), pregnancy/maternity, race (including ethnicity, colour or national origin), religion or belief, and sexual orientation.

In fulfilling these duties we are guided by nine principles:

1. All our learners, parents/carers, governors and staff are of equal value;
2. We recognise and respect difference and understand that treating people equally does not necessarily involve treating them all the same, as different people have different needs;
3. We foster positive attitudes and relationships, and a shared sense of belonging;
4. We observe good equalities practice in staff recruitment, retention and development;
5. We actively work to reduce and remove inequalities and barriers that already exist;
6. We consult and involve widely to ensure that those who are affected by our policies and activities are involved in the design of our work;
7. We intend that our policies and activities should benefit society as a whole, both locally and nationally, by fostering greater social cohesion and participation in public life;
8. As required by the Act, we base our practices on sound evidence and openness about the issues that face us – we maintain and publish information to show how we are meeting our duties and about our progress towards greater equality; and,
9. As required by the Act, we publish equality objectives, based on the evidence we have collected and the engagement with people from different groups, also taking into account national and local priorities and issues.

We recognise that the actions resulting from a policy statement such as this are what make a difference. Therefore we include in our School Development Plan how we shall pursue our objectives. We keep these under review and report annually on progress towards achieving them.

We ensure the nine principles listed above apply to the full range of our policies and practices. We keep each curriculum subject or area under review in order to ensure that teaching and learning reflect the nine principles.

Agreed by: Teaching & Learning Committee

Date : 3<sup>rd</sup> November 2021

Review Date : November 2022