



Equality Statement – March 2021

Below are some of the examples of how we have implemented the Equality Policy during the last twelve months:

Race equality

All staff have had training on the Prevent agenda. The Religious Education and Spiritual, Moral, Social and Cultural (SMSC) curriculum ensure a range of religions and issues are delivered to children. Topics in the SMSC curriculum cover areas linked to diversity and differences.

Disability equality

A member of staff has attended dyspraxia training, which has identified some barriers children encounter and strategies to overcome them. Whole school training is being arranged once the coronavirus restrictions are lifted. Resources have been ordered to aid and develop balance and control for identified children.

Gender Equality

All events, including sports are open to all, including tournaments (notwithstanding coronavirus restrictions).

Community Cohesion

We run a variety of events (notwithstanding coronavirus restrictions) to enable parents to support their children but also encourage good relationships between home and school. These include 'Book and Biscuit' and 'Share a Story' sessions for our pupils with class assemblies and 'Inspire Workshops' for every class.

We support community events as well as providing our own. For example:

- The Friends of the School have organised a series of fund raising events;
- Worked with the local churches as a host for our nativity and attending services such as Remembrance;
- Collaborated with St Mary's to deliver an arts' week at both schools;
- We have also supported the Horticultural and Craft Show; and
- We provide a tree for the Christmas Tree Festival and decorate it.

- The school has remained open throughout the coronavirus pandemic in order to support vulnerable children and those of key workers.

We seek to eliminate discrimination by:

- We have a school behaviour policy that has high expectations for good behaviour and discipline with clarity about procedures across the school. This policy includes an anti-bullying section which clearly gives the definition of bullying and outlines procedures should any bullying occur.
- We deal promptly and effectively with all incidents and complaints of bullying and harassment that may include cyber-bullying and prejudice based bullying related to special educational need, sexual orientation, sex, race, religion and belief, gender reassignment or disability.
- We have a Special Educational Needs and Disability Policy that outlines the provision the school makes for pupils with special educational needs.
- We have an Accessibility plan that demonstrates how accessible the school is to all children and adults.
- Our admission arrangements are fair and are laid out on the website.
- Our complaints procedure sets out how we deal with any complaints relating to the school.
- We aim to observe and implement the principles of equal opportunities and non-discrimination in our employment practice.
- We have procedures for addressing staff discipline, conduct and grievances.