



## **Equality Statement – May 2024**

At Broadway First School, we are committed to ensuring equality of opportunity for all irrespective of race, gender, disability, belief, sexual orientation or socio-economic background.

We pride ourselves on the inclusivity of our school, which means that all staff, pupils and parents work together to ensure everyone can thrive within our school community.

### **Aims & Objectives**

We aim to promote pupils' spiritual, moral, social and cultural (SMSC) 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.

- equal access and treatment for all
- being responsive to changing needs
- educating and informing children and parents about the issues in this policy
- avoiding prejudice
- promoting a positive self-image and mutual respect, regardless of differences
- providing for all, according to their needs
- ensuring that equality of opportunity permeates the whole curriculum and ethos of the school
- using resources and examples which provide a positive image of all groups
- acknowledging the richness and diversity of British society and to prepare children for their part in this
- working to an agreed code of conduct which can be modified, monitored and evaluated according to current best practice
- developing a positive attitude to equality by all staff, children, parents, governors and all who participate in the life of the school We recognise that discrimination can be overt or covert. Covert discrimination relates to the assumptions, beliefs and values acquired over a long period of time which affects instinctive responses.

### **Gender**

We take practical steps to ensure that we do not make assumptions about pupils' participation in activities based upon their gender. Our organisational structure, behaviour policy and

curriculum are applied to all, regardless of gender. Classes are formed on a chronological basis and class groupings are flexible. Grouping into sets of girls or boys only is discouraged, except where doing so provides equal access for all, for example during sporting events. The school's SMSC curriculum builds upon these principles to ensure key messages are understood by all.

### **Race, Faiths, Languages and Family Background**

We have represented in our school population a range of different nationalities, faiths and family backgrounds and organisations. Racial discrimination is unlawful and we aim to help our pupils to develop concepts, skills, attitudes and ways of behaving which will promote good relationships and prevent ignorance and prejudice.

Children sometimes experiment with racist expressions which they have heard through the mass media or from the community and do not understand how hurtful and harmful they can be. We aim to treat such incidences sensitively and firmly because all have the right to be protected from insults, abuse and bullying.

Children and other adults are encouraged to contribute to school life from the richness of their heritage and religion. They share experiences and learn from one another through enquiry, investigative and collaborative work.

Children with English as their second language often need learning support and we seek to support parents of English as an Additional Language (EAL) families attend parents' evenings and are fully aware of basic school organisational issues.

### **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.

### **Equality and dignity in the workplace**

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.

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

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