

Underwood West Academy

Equality Objectives Statement

Opening statement

We welcome our duties under the Equality Act 2010. The school's general duties, with regards to equality are:

- Eliminating discrimination.
- Fostering good relationships.
- Advancing equality of opportunity.

We will not discriminate against, harass or victimise any 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

We believe that a greater level of success from pupils and staff can be achieved by realising the uniqueness of individuals. Creating an inclusive, prejudice-free 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 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 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. We will also respect the right of parents to withdraw their children from certain classes which pose conflicts to their own beliefs.

Dealing with 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, through our thorough reporting procedure, 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 cultural diversity.
- Eager to reach their full potential.
- Inclusive and respectful of others which they demonstrate through their behaviours for learning in the classrooms and when socialising and playing outside at unstructured learning times.
- 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 diversity awareness days
- Celebrating events on the cultural calendar
- Inviting guest speakers to talk to the pupils about diversity
- Providing staff with diversity training
- Incorporating lessons about diversity into the school curriculum
- The weekly No Outsiders assembly
- Within safe spaces in school, such as the library

Equality and dignity in the workplace

We do not discriminate against staff with regards 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 are always working towards ensuring that all groups are both celebrated and represented in our school community. For example, we encourage all groups to be represented in our school council, reading buddies, play leaders and wellbeing champions. We ensure our website is fully inclusive and representative of all groups within the school community.

Inclusion

For our school, inclusion means giving everyone within the school community a voice and we do this by ensuring school is a place where all groups feel they belong. We strive to give all groups a voice and a platform to share their lived experiences. For pupils this will be through the school council and for other stakeholders through our parent and staff questionnaires and our visible presence in the mornings and at home time on the school gates encourage parents and carers to share their voice.

We strive to ensure that all forms of school communications are accessible to all groups represented in our school community. We ensure that the school actively welcomes all groups and that teaching materials and resources are inclusive to all groups. Staff receive training to ensure inclusivity in part of their daily practice.

Closing statement

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

Updated December 2022

The school's **Equality Information and Objectives policy** further outlines the school's policies regarding equality.