



Aldingbourne Primary School Equality Statement

Introduction

Aldingbourne Primary School believes that all their pupils and members of staff should have the opportunity to fulfil their potential whatever their background, identity and circumstances. The School is committed to being an organisation that recognises and celebrates difference and diversity within a culture of respect and cooperation.

The School appreciates that a culture which promotes equality in relation to all protected characteristics (age, disability, gender reassignment, marriage or civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation) will create a positive environment and a shared sense of belonging for all who work and learn in the School. We aim to create an environment in which all individuals will be able to make best use of their skills and value the contributions that a diverse workforce brings to an organisation.

Legal Framework

- We welcome our duties under the Equality Act 2010 to eliminate discrimination, advance equality of opportunity and foster good relationships.
- We welcome our duty under the Education and Inspections Act 2006 to promote community cohesion.
- 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 of 1998.

Our Key Principles

- All learners are of equal value – treating pupils equally does not necessarily mean treating them all the same. Our policies must not discriminate but they must take into account different needs, experience, backgrounds etc
- We recognise and respect difference
- We foster positive attitudes and relationships based on mutual respect

- We observe good equalities practice in staff recruitment, retention and development and base all our decisions on merit
- We do not tolerate discrimination, harassment or victimisation
- Together, we aim to reduce and remove barriers and inequalities that exist

These key principles apply to all School policies, including all School HR Policies.

Our school is committed to:

- Enabling equality of opportunity to access the school curriculum, its extra-curricular activities, resources, staff vacancies and training opportunities
- Dealing firmly with any incidents of discrimination; indirect discrimination, harassment or victimisation
- Challenging bullying and stereotyping
- Recognising the value of diverse and inclusive communities
- Providing opportunities for pupils to appreciate their own culture and to celebrate diversity
- Using resources that reflect the diversity of school populations and local communities
- Promoting good relationships across all protected characteristics - between people who share a protected characteristic and people who do not share it
- Making staff appointments based on merit and ability

Gathering information to monitor the effectiveness of this statement

The School may collect a range of qualitative and quantitative information to monitor its practice and demonstrate its progress in equality and inclusion.

This information may include:

- Attainment data
- Progress data
- Attendance data
- Exclusions
- Prejudice related incidents
- Admissions
- Appointments

The School may also monitor:

- Take up of extracurricular activities
- Attendance at parents' evenings
- Results of pupil surveys
- Minutes of school council meetings
- Take up of additional support strategies

The analysis of this data will help to determine the school's focus for their equality objectives. We will comply with the requirements of Data Protection Legislation 2018.

Roles and Responsibilities

We believe that promoting equality is the responsibility of the whole School. The School Leadership and School Governors have overall responsibility for the effective implementation of this statement and for ensuring compliance with equality legislation. Day to day operational responsibility is delegated to the Headteacher. The Headteacher will be responsible for ensuring that staff are aware of their responsibilities and are given appropriate training and support.

Senior Leaders are expected to set an appropriate standard of behaviour, to lead by example and to ensure that staff they manage adhere to this statement. This applies at all times, including at social events.

Headteacher	• To produce and review the Equality Statement • To ensure that the ethos of the statement is upheld by the school • To ensure that policies comply with equality legislation • To monitor data in line with equality objectives • To comply with this statement when recruiting to governance roles
Governing Body	• To comply with good equalities practice in all HR processes • To analyse recruitment data • To analyse other data at eg exclusions, attendance, attainment • To produce the Gender Pay Gap report • To support school with advice and training
Headteacher and School Leaders	• To promote key messages to staff, parents and pupils about the equality statement and what is expected of them

	• To ensure that all staff are aware of their responsibility to report, record and deal with any prejudice related incidents that may occur • To ensure fair treatment and success to opportunities • To ensure all recruitment processes are fair and that decisions are made on merit • To monitor progress towards achieving equality objectives • To analyse data in order to gain an accurate view of barriers to equality and how to reduce them
Teachers	• Promote a positive and inclusive ethos in their classroom • To deliver positive outcomes for all pupils • To deliver an inclusive curriculum, being mindful in selecting texts and other resources • To employ inclusive teaching and learning strategies, making reasonable adaptations to enable all pupils to access the curriculum • To uphold the commitment made to pupils, parents and carers about how they can expect to be treated • Deal with any prejudice-related incidents robustly
Support Staff	• To support our aims of delivering fair and equitable service to all stakeholders • To uphold the commitment made to pupils, parents and carers about how they can expect to be treated
Pupils	• To uphold the commitment made to pupils, parents and carers about how they can expect to be treated • To uphold school rules and codes of conduct

Breaches of this statement

Allegations regarding potential breaches of this statement will be treated in confidence and investigated. Any concerns should be raised through our Grievance Procedure. Employees who make allegations in good faith will not be victimised or treated less favourably as a result. False allegations which are found to have been made in bad faith will, however, be dealt with under our Disciplinary Procedure.

Any member of staff who is found to have committed an act of discrimination or harassment will be subject to disciplinary action. Such behaviour may constitute gross misconduct and, as such, may result in summary dismissal.

Our Equality Objectives 2026-2030

- To narrow the gap in attainment in reading, writing and mathematics between Pupil Premium and Non Pupil Premium pupils by the end of KS2
- To promote and enhance community cohesion and celebration of difference with a sense of shared belonging in the school and its surrounding neighbourhood
- To ensure that the participation in after school clubs, extra-curricular activities (eg, peripatetic music) and residential trips accurately reflects the profile of families within the school.