



At William Read Primary School and Nursery we are committed to:

- Eliminating unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Equality Act 2010
- Promoting equality of opportunity and fostering good relations between people who share a protected characteristic and those who do not
- Providing an inclusive education which enables all pupils to develop their full potential

Our staff will:

- Ensure that everyone is treated fairly and respectfully
- Make sure that our school is a safe and secure place for all
- Recognised that people have different needs
- Understand that treating people equally does not always involve treating them the same
- Support the following protected characteristics:
 - Age
 - Disability
 - Ethnicity, colour or national origin
 - Gender/gender identity (reassignment)
 - Marital or civil partnership status
 - Pregnancy and maternity
 - Religion or belief
 - Sexual identity and orientation

Our pupils and parents will:

- Have access to our equality information and be aware of our identified aims and objectives
- Be encouraged, wherever possible, to learn about the needs of others and recognise the fact that regardless of any of the protected characteristics, everyone has a right to be treated with equality and respect.

Guiding Principles

- Principle 1: All learners are of equal value – we see all learners and potential learners as of equal value
- Principle 2: We recognise and respect difference – our policies, procedures and activities must not discriminate
- Principle 3: We foster positive attitudes and relationships, and a shared sense of cohesion and belonging – through our policies, procedures and activities we promote positive attitudes
- Principle 4: We observe good equalities practice in staff recruitment, retention and development – we ensure that policies and procedures benefit all employees and potential employees
- Principle 5: We aim to reduce and remove inequalities and barriers that already exist – we take opportunities to maximise positive impacts by reducing inequalities and barriers
- Principle 6: We consult and involve widely – we engage with a range of groups and individuals to ensure those affected are consulted and involved in any new designs
- Principle 7: Society as a whole should benefit- we intend that our policies and activities school benefit society, both locally and nationally, by fostering greater social cohesion
- Principle 8: We base our practices on sound evidence – we maintain and publish quantitative and qualitative information showing our compliance
- Principle 9: We keep our equality objectives under review – we review and report annually on progress towards achieving our objectives.

How we will achieve and measure objectives

- Monitor and analyse pupil achievement by race, gender and disability and act on any trends or patterns in the data that indicate additional support for pupils is needed.
- Ensure that the curriculum promotes role models and heroes who reflect society's diversity, which young people can positively identify with.
- Ensure that displays in classrooms and corridors promote diversity in terms of race, gender, ethnicity and disability.
- Ensure all pupils are given the opportunity to make a positive contribution to the life of the school e.g. through pupil voice, involvement with School Council and any other pupil lead committee, performances, fund raising projects etc.