

# Equality Statement and Objectives



## Equality

Castle Hill Primary School is an inclusive school where we focus on the well-being and progress of every child and where all members of our community are of equal worth.

Public bodies, including local-authority-maintained schools, are covered by the public sector equality duty in the Equality Act 2010 and the Equality Act 2010 (Specific Duties) Regulations 2011.

We believe that the Equality Act provides a framework to support our commitment to valuing diversity, tackling discrimination, promoting equality and fostering good relationships between people. It also ensures that we continue to tackle issues of disadvantage and underachievement of different groups.



We strive to:

- Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Equality Act 2010
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it
- Foster good relations between people who share a protected characteristic and people who do not share it.

This means we will:

- take reasonable and necessary steps to **meet pupils' needs** by using a variety of approaches and planning reasonable adjustments for disabled pupils, enabling our pupils to take as full a part as possible in all the activities of the school. We will make reasonable adjustments to ensure the school environment and its activities are as accessible and welcoming as possible for pupils, staff and visitors to the school. We are also committed to ensuring staff with a disability have equality of opportunity.
- actively encourage positive attitudes towards pupils and staff and expect everyone to **treat others with dignity and respect.**
- regularly consider the impact of our curriculum to ensure that it promotes awareness of the rights of individuals and develops the skills of participation and responsible action. We want children to understand and value the diversity that surrounds them, and **challenge prejudice and stereotyping.**
- monitor the progress and achievement of pupils who fall within the appropriate protected characteristics. This information will help us set equality objectives, **remain fully inclusive** and ensure pupils achieve their full potential.
- **work with outside agencies** and other schools where appropriate to ensure that every opportunity is taken to promote and advance equality.
- **monitor bullying and prejudice related incidents** and deal with them effectively. Regular training will be given to new and existing staff to ensure that they are aware of the process for reporting and following up any incidents of bullying.
- have an expectation that all **staff will be role-models** for equal opportunities, deal with bullying and discriminatory incidents and be able to identify and challenge prejudice and stereotyping.

### Our Castle Hill Equality Objectives:

- Close the pupil premium gap in Reading, Writing and Maths in all year groups.
- To remove the barriers to learning for pupils with SEND and ensure that their progress is in line with other children.
- To continue to promote understanding and respect for diversity through a rich range of experience both in and beyond the school.
- Provide training for all staff and governors on equality and diversity.

Date: September 2024

Signed:

*K. J. Stanick*