

# **Normanton All Saints CE (A) Infant School**

## **Equality Statement**

At Normanton All Saints CE (A) Infant School, we continuously strive to ensure that everyone is treated with respect and dignity. Each person will be given fair and equal opportunities to develop their full potential regardless of their gender, transgender, ethnicity, culture and religious background, sexuality, disability, or special educational needs and ability. The school will actively promote and foster positive attitudes and will ensure equality and fairness is embedded in all aspects of school life.

We promote and encourage the Christian values of friendship, forgiveness, respect, hope, perseverance and thankfulness.

## **Legislation**

The Equality Act 2010 (“the Act”) provides a modern, single legal framework with three broad duties:

- \* Eliminate discrimination;
- \* Advance equality of opportunity; and
- \* Foster good relations.

Normanton All Saints CE (A) Infant School fully understands the principles of the Act and the work needed to ensure that those with protected characteristics are not discriminated against and are given equality of opportunity.

A protected characteristic under the act covers the groups listed below:

- \* Age;
- \* Disability;
- \* Race, colour, nationality, ethnic or national origin;
- \* Sex (including transgender);
- \* Gender reassignment;
- \* Maternity and pregnancy;
- \* Religion and belief;
- \* Sexual orientation; and
- \* Marriage and civil partnership (for employees).

## **Our Equality Objectives (2018 – 2022)**

1. To further develop pupils understanding of respect, fairness and tolerance through our curriculum the promotion of Christian and Fundamental British Values
2. To continue to monitor and analyse pupil achievement and progress data by race, gender, disability, first language and free school meals (FSM) entitlement and respond to any trends, or patterns in the data that would require additional support for pupils. This will ensure that all pupils make good progress.
3. To provide a curriculum that provides regular experiences and opportunities that raise awareness of equality and understanding of diversity within the national and global community.