

# **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. This is all rooted in our school vision summarised by 'respect, empower, grow'.

## **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 (2022 – 2026)**

1. Through the school's curriculum and the promotion of Christian and fundamental British Values, we are committed to pupils becoming respectful and tolerant individuals.

2. Through focused, strategic planning and careful consideration of allocated funding, the school maintains high expectations for all groups of pupils. Where pupils are identified at risk of underachieving, early and swift intervention ensures that every child achieves highly.

3. Through the broad and rich curriculum offer, pupils are provided with regular experiences and opportunities that raise awareness of equality and understanding of diversity within the local, national and global community.

4. Through the mental health and well-being strategy and policy, all members of the school community are supported to lead happy, healthy lives through a raised awareness of the support that is available to them.