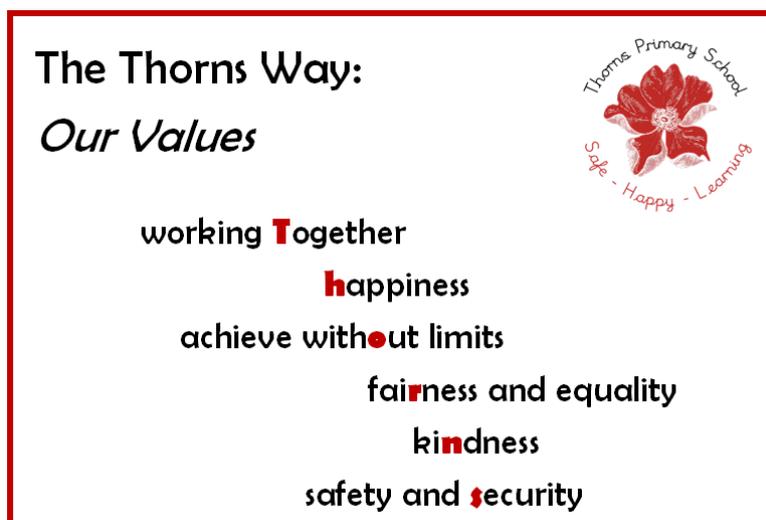


Equality Information and Objectives Statement

At Thorns Primary School we aim for our values to be realised in all that we do:



All children should be given access to a quality learning experience in a safe, secure environment and our Raising Standards Strategy states that:

No child is left behind or left out

It is this commitment that underpins our objectives for 2022-2023.

We welcome our duties under the Equality Act 2010. The school's general duties with regard to equality are:

- Eliminating discrimination.
- Fostering good relationships.
- Advancing equality of opportunity.

We will not discriminate against, harass or victimise any staff member, pupil, prospective pupil, or other member of the school community because of their:

- Sex.
- Age.
- Race.
- Disability.
- Religion or belief.
- Sexual orientation.
- Gender reassignment.
- Pregnancy or maternity.
- Marriage and civil partnership.

We aim to promote pupils' spiritual, moral, social and cultural development, with special emphasis on promoting equality and diversity, and eradicating prejudicial incidents for pupils and staff. Our school is committed to not only eliminating discrimination, but also increasing understanding and appreciation for diversity.

One of the bespoke curriculum drivers that underpin our programmes of study is diversity.

Diversity

Children at Thorns will be encouraged to recognise and celebrate the diversity of life in the 21st century, accepting that society comprises people of many and varied backgrounds, preferences and viewpoints who should live harmoniously amidst a culture of acceptance and understanding

Aims to eradicate discrimination

We believe that a greater level of success from pupils and staff can be achieved by realising the uniqueness of individuals. Creating an inclusive environment where individuals feel confident and at ease is a commitment of the school. This environment will be achieved by:

- Being respectful.
- Always treating all members of the school community fairly.
- Developing an understanding of diversity and inclusion and the benefits it can have.
- Adopting an inclusive attitude and ensuring that the whole school community understands what inclusive behaviour looks like in the school and how this aligns with the school's values.
- Adopting an inclusive curriculum that is accessible to all.
- Encouraging compassion and open-mindedness.
- Challenging bias and calling it out in order to move the conversation forward.

We are committed to having a balanced, diverse and fair curriculum. We believe that our pupils should be exposed to ideas and concepts that may challenge their understanding, to help ensure that pupils learn to become more accepting and inclusive of others. Challenging and controversial concepts will be delivered in a way that prevents discrimination and promotes inclusive attitudes.

Dealing with prejudice and celebrating diversity

We do not tolerate any form of prejudice-related incident. Whether direct or indirect, we treat discrimination against all members of our school with the utmost severity. When an incident is reported, our school is committed to ensuring appropriate action is taken and a resolution is put into place which is both fair and firm. We follow our Behaviour Policy and apply the consequences accordingly. All such incidents are clearly identified on CPOMS.

Our pupils are taught to be:

- understanding of others.
- accepting of diversity.
- eager to achieve and be successful.
- inclusive, whereby nobody is left out of games, subjected to any unkindness or ridicule, made to feel less important than anyone else etc.
- aware of what constitutes discriminatory behaviour.

The school's employees will not:

- Discriminate against any member of the school community.
- Treat other members of the school community unfairly.

The school's employees will:

- Promote diversity and equality.
- Encourage and adopt an inclusive attitude.
- Lead by example.
- Seek training if they need to improve their knowledge in a particular area.

Throughout the year, the school provides a variety of opportunities to celebrate diversity, including:

- planning activities to acknowledge and celebrate important calendar events.
- incorporating lessons about diversity into the curriculum.
- learning about appropriate significant people throughout history who represent diversity or have stood up for equality.

Equality and dignity in the workplace

We do not discriminate against staff because of their:

- age.
- disability.
- Gender identity or reassignment.
- marital or civil partner status.
- pregnancy or maternity.
- race.
- religion or belief.
- sex.
- sexual orientation.

Equality of opportunity and non-discrimination extends to the treatment of all members of the school community. All staff members are obliged to act in accordance with the school's various policies relating to equality.

We will guarantee that no redundancy is the result of direct or indirect prejudice. All disciplinary procedures are non-prejudicial, whether they result in warnings, dismissal, or any other disciplinary action.

Diversity and Representation

We will always consider all job applications, irrespective of the race, gender, sexual orientation etc. of the applicant.

Inclusion

We will always endeavour to make reasonable adjustments for any member of the school community's needs to be met. This includes site accessibility, bespoke communication methods (e.g., translated letters), personalised drop-off or collection methods, personalised learning support, signposting and multi-agency working etc. We are always mindful that not all disabilities are visible.

Prejudice is not tolerated, and we are continuously working towards a more accepting and respectful environment for our school community.

Objectives 2022-2023

- **Ensure that no child is disadvantaged because they are missing too much school**

Clear expectations that all children attend school every day

Careful tracking of pupil attendance – pro-active not reactive response

Bespoke attendance plans

Transport support requests

Funded wrap-around provision

Signposting to external agencies to overcome barriers

- **Ensure that all children are given opportunities to discover talents and interests, and be successful**

Broad and balanced curriculum

Specialist provision e.g., sports coach, DPA music, choir, Forest School

Trips and experiences e.g., theatre, visitors in school

Half-termly awards include non-academic achievements and success in all subjects

- **Ensure that no child is hungry**

Funded snack for all pupils

Links with local food bank (certified food bank distributor)