



Dore Primary School

Equality Information Objectives statement

Version	4
Author	Lynette Glossop
Date Approved by Governing Body	17 th July 2023
Review Date	July 2024

Opening statement

At Dore Primary School we welcome our duties under the Equality Act 2010. The school's general duties, with regards to equality are:

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

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

- Gender.
- Race.
- Disability.
- Religion or belief.
- Sexual orientation.
- Gender reassignment.
- Pregnancy or maternity.

Dore Primary School aims to promote pupils' spiritual, moral, social, and cultural development, with special emphasis on promoting equality, 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.

As a Rights Respecting School, the best interests of the child are a top priority (article 3). These include the right to an education (article 28), protection from harm (article 19) and privacy (article 16).

Aims to eradicate discrimination

Dore Primary School believes that a greater level of success from pupils and staff can be achieved by realising the uniqueness of individuals. Creating a prejudice-free 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 the benefits it can have.
- Adopting an inclusive attitude.
- Adopting an inclusive curriculum that is accessible to all.
- Encouraging compassion and open-mindedness.
- The curriculum priority areas focus around the children being supported to develop: kindness, resilience, creativity and resourcefulness and they are provided with a range of collaborative opportunities to allow them to develop these qualities/ skills.

We are committed to having a balanced 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. In Philosophy for Children sessions, children develop an understanding that all opinions are important and that they should be carefully listened to and respected (article 12 UN convention on the rights of the child). Challenging and controversial concepts will be delivered in a way that prevents discrimination, and instead promotes inclusive attitudes. We will also respect the right of parents to withdraw their children from classes which pose conflicts to their own beliefs.

Dealing with prejudice

Dore Primary School does 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, through a thorough reporting procedure, our school is devoted to ensuring appropriate action is taken and a resolution is put into place which is both fair and firm.

- In the initial instance Phase Leaders will deal with all incidents, with support from the head teacher and deputy head teacher.
- All incidents will be logged.
- Depending on the severity of the incident this may be transferred to the deputy head teacher or head teacher for further investigation/ follow up.

Equality and dignity in the workplace

Dore Primary School does not discriminate against staff, in line with the 9 Protected Characteristics:

- Age.
- Disability.
- Gender reassignment.
- Marital or civil partner status.
- Pregnancy or maternity.
- Race, colour, nationality, ethnic or national origin.
- 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.

Closing Statement

Prejudice is not tolerated at Dore Primary School and we are continuously working towards a more accepting and respectful environment for our schools community.