SELSTED CHURCH OF ENGLAND PRIMARY SCHOOL

Here at Selsted, in our unique rural setting, we provide a happy, safe, stimulating environment where children develop a love of learning. Through mutual respect and trust, children are given a voice and responsibility. We are brave, resilient, and committed to making the impossible possible through God's loving care.

This policy is underpinned by our Christian values



Equality Information and Objectives Statement

Date written:	**May 2025**
Date reviewed:	**October 2026**
Date of next review:	**October 2027**
Signed: Chair of Governors	
Signed: Headteacher	

Opening statement

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.

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 following our school Christian values.
- 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 devoted to ensuring appropriate action is taken and a resolution is put into place which is both fair and firm.

Our pupils are taught to be:

- Understanding of others.
- Celebratory of diversity.
- Eager to reach their full potential.
- Inclusive- all members of our community are valued and listened to and respectful of one another's differences.
- Aware of our Christian Values.
- 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.
- Follow our Christian values
- 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 for key diversity awareness days.
- Inviting guest speakers to talk to pupils about diversity.
- Within our daily/weekly worship assemblies.
- Incorporating lessons about diversity into the whole school curriculum.

Equality and dignity in the workplace

We do not discriminate against staff with regard to their:

- Age.
- Disability.
- Gender 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 will 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

As a school, we hope that all our pupils feel represented, inspired, included and accepted. Where we might not have a physical representation in school, we aim to consider and include representation of all groups within our curriculum, activities, class trips, visitors and discussions.

Inclusion

At Selsted Primary School we pride ourselves on providing an inclusive education which enables all children to reach their full potential. Our aim is to ensure that all individuals develop resilience, independence and a positive mindset in order to feel they can succeed and feel safe and happy at school. As an inclusive school, every effort will be made to support an individual's unique and/or special educational needs throughout their time at Selsted Primary. Sometimes children need support with this and so, alongside high quality teaching, we offer a wide range of interventions to support children on their learning journeys and utilise support available from other professionals as/when required.

Further information regarding Inclusion at Selsted can be found in our school Inclusion Policy and Reports.

Closing statement

Prejudice is not tolerated and we are continuously working towards a more accepting and respectful environment for our school community. Further school policies also outline information regarding equality and inclusion and are available upon request.