

### Royston St John Baptist CE Primary School Equality Information & Objectives 2025-

#### 2028 Opening Statement

Christians believe that all are wonderfully and individually made in the image and likeness of God. It is therefore important that everyone at St John's enjoy an equal dignity. Accordingly, based on our Christian vision, St John's is committed to valuing diversity and to equality of opportunity. We aim to create and promote an environment in which pupils, parents/carers and staff are treated fairly and with respect, and feel able to contribute to the best of their abilities. We recognise that it is unlawful to take into account anyone's gender, marital status, colour, race, nationality, ethnic or national origin, disability, religious beliefs, age or sexual orientation.

We believe that all pupils have a right to learn in a supportive, caring and safe environment where pupils behave well. We promote good behaviour and reward pupils for following our school rules

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:

- 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 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.

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. Challenging and controversial concepts will be delivered in a way that prevents discrimination and promotes inclusive attitudes. We will also respect the right of parents to withdraw their children from certain classes which pose conflicts to their own beliefs.

### **Dealing with prejudice**

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, through our 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.

Our pupils are taught to be:

- Understanding of others.
- Celebratory of cultural diversity.
- Eager to reach their full potential.
- Inclusive.
- 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 employee's will:

- Promote diversity and equality.
- Encourage and adopt an inclusive attitude.
- Lead by example.

### **Equality and dignity in the workplace**

We do not discriminate against staff with regards 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 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.

**Equality Objectives** We are committed to ensuring equality of education and opportunity for all pupils, staff, parents and carers, irrespective of race, gender, disability, belief, religion or socio-economic background. In order to further support pupils, raise standards and ensure inclusive teaching, we have the following overarching objectives:

Objective Group	Objective
<b>Pupil Achievement</b>	<ul style="list-style-type: none"><li><input type="checkbox"/> All pupils are assessed, monitored and tracked through our internal assessment systems.</li><li><input type="checkbox"/> Under-achievement is identified and appropriate intervention is applied.</li><li><input type="checkbox"/> Pupils are able to participate in a full range of extra-curricular opportunities.</li></ul>
<b>Behaviour and Safety</b>	<ul style="list-style-type: none"><li><input type="checkbox"/> Pupils respect one another.</li><li><input type="checkbox"/> Pupils feel safe and valued.</li><li><input type="checkbox"/> Pupils, staff and parents know that misconduct and gross misconduct will be challenged.</li></ul>
<b>Teaching</b>	<ul style="list-style-type: none"><li><input type="checkbox"/> All pupils experience effective teaching.</li></ul>
<b>Leadership and Management</b>	<ul style="list-style-type: none"><li><input type="checkbox"/> No pupils (or their families) are disadvantaged academically, socially or emotionally. All staff are mindful of the academic and social needs of all children, especially potentially vulnerable children.</li><li><input type="checkbox"/> A nominated member of the SLT is responsible for the collection, analysis and publication of equality data including the recording of prejudice-related incidents.</li></ul>

### The School's Equality Objectives

While aiming to improve continuously the implementation of equality related policies and procedures, and ensuring that due regard is taken always of the impact of actions and decisions on pupils and staff with particular characteristics, the school has established the following objectives for the period 2024 – 2028:

1. To further raise awareness and increase the understanding of staff and children with regards to the 9 protected characteristics.

2. To further enhance diversity within the curriculum and school environment, with particular emphasis upon communities outside of the immediate catchment and the changing demographic of Royston with an increasing number of families new to country living in the area.
3. To ensure that provision is tailored to meet the needs of the children in order to allow all children to have access all parts of the curriculum.

The objectives will be reviewed regularly but no later than September 2028.