

Lacey Green Primary Academy



Equality & Diversity Statement

Equalities and the law

The Equality Act 2010 states that all employers and schools must have due regard to:

- eliminate unlawful discrimination
- advance equality of opportunity between people who share a protected characteristic and those who don't
- foster or encourage good relations between people who share a protected characteristic and those who don't

The **protected characteristics** are:

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation

We know that people can have more than one of these characteristics and that there are other vulnerabilities that people can be discriminated against. We work against all forms of discrimination and believe our policies create positive outcomes for everyone.

Lacey Green Primary Academy welcomes the equality duties on schools as laid out in the Equality Act 2010. All pupils and members of staff have the opportunity to fulfil their full potential regardless of difference. We are committed to creating a school community that recognises and celebrates difference within a culture of respect and co-operation. We appreciate that a culture that promotes equality will create a positive environment and a shared sense of belonging for all who work, learn and use the services of our school.

We recognise that equality will only be achieved by the whole school community working together – our pupils, staff, governors, parents, visitors and our local community.

We aim to provide a broad and balanced curriculum that meets the needs of all pupils promoting their spiritual, moral, social and cultural development. The school is committed to equality; reflecting on and valuing diversity. The strength of the school is built on the understanding of individual strengths and differences and we seek to respect these.

We aim to:

- respect the equal human rights of all our pupils and staff members.
- educate pupils about, and promote, equality.
- tackle the barriers, which could lead to unequal outcomes for people with identified protected characteristics
- ensure that pupils develop an understanding of how they fit in as part of a diverse national and international community.
- identify and reduce barriers to learning and participation for vulnerable groups including pupils with speech and language difficulties.
- educate all about discrimination and prejudice and promote a harmonious environment.
- strive for all pupils regardless of protected characteristic to achieve the highest possible standards in their learning and make good progress.
- respect the equal rights of our staff and other members of the school community.

Our aim and duty is to make promotion of equality central to the way we work and to all areas of school life. Meeting our duty will help us to:

- Meet the needs of all children, encouraging them to achieve their full potential and raise educational standards.
- Take specific action to tackle any differences between identified groups in their attainment levels and progress.
- Take specific action to tackle any differences in the use of disciplinary measures between identified groups (such as exclusion), in admissions or in assessment.
- Create a positive, inclusive approach, based on respect for peoples' differences and show commitment to challenging and preventing discrimination, harassment and victimisation.
- Prepare our children to be full citizens in today's multi-ethnic society.
- Make our workforce as representative as possible of the community we serve.
- Ensure high staff morale and performance.
- As far as possible avoid losing able staff.
- Make full use of the skills and knowledge of people from different identified groups in our community (for example, in the classroom or as a member of the governing body).

We seek to ensure that our academy respects and includes everyone and that no parent or prospective parent, employee or prospective employee part-time worker or job applicant receives less favourable treatment on the basis of their protected characteristics.

We recognise that there may be other areas where people experience discrimination and we will work towards an anti-discriminatory environment. We further recognise that discrimination can be direct or indirect and believe that such discrimination is unacceptable and we are committed to providing equality of opportunity for all by eliminating unwarranted and inappropriate discrimination. We will do this by ensuring that our practices reflect relevant legislation and good practice. The success of this relies on the support and understanding of all stakeholders.

This document will be monitored and reviewed as and when required or when legislation changes. Please also read the Equality policy for further information.