

Simonside Primary - Equality Statement



Our School Commitment

At Simonside Primary School we are committed to ensuring equality of opportunity in line with the Equality Act of October 2010. We seek to demonstrate this through all aspects of school life and in particular through our commitment to every child, fulfilling their potential. This commitment applies to our work in the classroom, our pupil support systems, our recruitment and retention of staff and our work in the local and wider community.

The Equality Act 2010 requires us to publish information that demonstrates that we have due regard for the need to:

- Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Equality Act 2010.
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it.
- Foster good relations between people who share a protected characteristic and people who do not share it.

At Simonside Primary School our aim is to ensure that all of our children can reach their full potential by:

- Ensuring that everyone is treated fairly and respectfully.
- Making our school a safe and secure place for everyone.
- Guide parents on how they can support their child's achievement.
- Barriers to learning will be addressed in a supportive, sensitive and sympathetic way.
- Recognising that people have different needs and that some pupils need extra support to help them to achieve and be successful.
- Ensuring that no-one experiences less favourable treatment or discrimination because of:
 - Age
 - Disability
 - Ethnicity, colour or national origin
 - Gender or gender identity (reassigned or plan to reassign)
 - Marital or civil partnership status
 - Being pregnant or having recently had a baby
 - Religion or belief
 - Sexual identity and orientation

We try to make sure that people from different groups are consulted and are involved in our decisions, especially pupils, parents and those of us who can be treated less favourably.

ETHOS

Our school vision is based on 'Dream, Believe and Achieve' and through this we teach values relating to respect, resilience, determination, responsibility, truth and aspiration.

Our duties are to:

- Promote community cohesion (under the Education and Inspections Act 2006).
- Eliminate discrimination, advance equality of opportunity and foster good relations (under the Equality Act 2010).
- Help pupils understand the importance of equality and what forms discrimination can take and the impact discrimination can have.
- Seek to foster within our pupils their own commitment to promoting equality.

We also recognise the importance of accelerating the progress of pupils from groups who are underachieving.

As part of this we will:

- Publish information every year about our school population and achievement outcomes.