



Equality Statement 2022-23

Date of Approval: May 2022
Date of next review: May 2023

ISAIAH 40:31

“Those who hope in the Lord will renew their strength. They will
soar on wings like eagles.”

Last updated: 18 October 2018

Loughborough CE Primary School – Equality Statement

Equality objectives statement

At Loughborough C of E Primary School we welcome our duties under the Equality Act 2010. The three aims of the Equality Duty are:

- To eliminate unlawful discrimination, harassment and victimisation
- To foster good relationships between people who share a protected characteristic and people who do not share it
- To advance equality of opportunity between people who share a protected characteristic and people who do not share it

The protected characteristics covered by the Equality Duty are:

- Age.
- Race.
- Disability.
- Religion or belief including lack of belief.
- Gender.
- Sexual orientation.
- Gender reassignment.
- Marriage and civil partnership.
- Pregnancy or maternity.

The governing body will ensure that we do not discriminate against, harass or victimise any pupil, prospective pupil, parent, employee or other member of the school community because of their characteristics.

1. Eliminating unlawful discrimination

Loughborough C of E Primary School sets high expectations of children's achievements, and strives to ensure that all our pupils know they are valued and that they aspire to be the very best that they can be in the future. We aim to promote pupils' spiritual, moral, social, and cultural development, with emphasis on Christian values:

- Forgiveness '*Just as the Lord has forgiven you, so you must also forgive others.*' Colossians 3:13
- Respect '*Do to others as you would have them do to you.*' Matthew 7:12
- Perseverance '*I can do all things through Him who strengthens me.*' Philippians 4:13
- Peace '*Glory to God in the highest, and on earth peace and good will toward men.*' Luke 2:14
- Compassion '*When Jesus saw the crowd his heart was filled with compassion, because they were like sheep without a shepherd.*' Mark 6:34
- Justice '*Learn to do right. Seek justice.*' Isaiah 1:17

Our school is committed to not only eliminating discrimination, but also increasing understanding and appreciation for others. 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 and knowledge of the world, to help ensure that pupils learn to become more accepting and inclusive of others. Subjects will be delivered in a way that prevents discrimination, and instead promotes inclusive attitudes.

2. Fostering good relationships

Loughborough C of E Primary School does not tolerate any form of bullying or racist incident. Our intent is to provide a secure, caring community where everyone can learn their own self-worth in an atmosphere of tolerance, mutual respect and co-operation. We intend the school to be a happy and enjoyable place to work, which will provide the opportunity for every child and adult to fulfil their potential in an attractive, well-resourced and stimulating environment.

Our Anti-bullying policy defines what actions will be taken to deal with any incidents that occur.

At Loughborough C of E Primary School, 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 unfairly.

The school's employees will:

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

3. Advancing equality of opportunity

Equality of opportunity and non-discrimination extends to the treatment of all members of the school community. Pupils are encouraged to be the best that they can be and are given equal access to the curriculum and school activities. Children with special needs are given additional support where required, including support for language and learning difficulties, to ensure all pupils can achieve to the best of their ability.

All children are given the opportunity to access the curriculum equally, to take part in school visits in the community, and are encouraged to participate in school activities and clubs.

Although we are a faith school, we welcome applications for admission to our school from all sections of the community, and accept applications from pupils of other faiths or no faith in line with our admissions policy and the Admissions Code of Practice.

All staff members are obliged to act in accordance with the school's equality policies in relation to other members of the school community and when conducting recruitment processes. Loughborough C of E Primary School will ensure that no staff or governor appointments, staff redundancy or disciplinary procedures are the result of direct or indirect prejudice or discrimination.

Summary

We continuously work towards an accepting and respectful environment for our pupils, parents, staff and governors. Our Equality Plan is in the final stages of being reviewed, and we have consulted with governors, staff, parents and Key Stage 2 pupils in order to identify areas of improvement for the school, as well as taken into account findings from our race audit conducted this year. The Equality action plan will be published once all responses have been received and analysed, and objectives have been finalised.