



Garstang Community Primary School

Equality Statement and Objectives

Equalities Statement

At Garstang Community Primary School we are committed to:

- promoting equality of opportunity
- eliminating discrimination and harassment
- valuing diversity and promoting positive relationships
- providing an inclusive education which enables all pupils to develop their full potential
- meeting the requirements of the Equality Act 2010.

The Equality Act 2010

The Equality Act 2010 replaces previous anti-discrimination legislation with a single Act. The Equality Duty is set out in section 149 of the Act. It replaces the three previous public sector equality duties – for race, disability and gender – and covers the following protected characteristics:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership (but only in respect of eliminating unlawful discrimination)
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

We ensure that we have due regard to the need to:

- eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Act
- advance equality of opportunity between people who share a characteristic and those who don't
- foster good relations between people who share a characteristic and those who don't.

School Policies

The Governing Body will ensure, that in the cycle of policy reviews, that policies and practices are scrutinised to identify the effects they have on individuals or groups of people in relation to equality.

Aims of the School

At Garstang Community Primary School, we aim to:

- Provide pupils with the opportunities to develop holistically, ensuring that their values and beliefs enable them to think critically about a range of moral issues, and they become outstanding members of a global community.
- Ensure we provide inspirational learning opportunities and an exciting, relevant curriculum which give our pupils the skills and knowledge needed for the future. They will aspire to achieve their very best and become lifelong learners.
- Allow pupils to become involved in their community, developing their understanding of citizenship and their place in the world.
- Teach our pupils to respect themselves, each other and the environment in which we work and live.

- Develop a strong partnership with parents and the wider community, creating an atmosphere of mutual trust, to provide the very best outcomes for our pupils.

Values and Beliefs

We are an inclusive school where pupils, parents, staff, governors, the local authority and local services work in partnership to meet the needs of the community. We celebrate the positive contribution made by different social, ethnic and linguistic groups.

We will provide inspirational learning opportunities in a dynamic environment, which give our pupils the skills and knowledge needed to grow together in order to meet the challenges of an ever evolving society. Our exciting curriculum ensures that pupils in our care aspire to achieve their very best and develop a lifelong enjoyment of learning.

Staff and governors demonstrate our values and commitment to equality by:-

- ensuring acceptable behaviour,
- responding to incidents and complaints in a proactive way,
- providing access to services, facilities and information,
- recruiting and employing people fairly,
- meeting specific needs.

Equality Objectives

1. Ensure staff and governors undertake training to help them understand their responsibilities under the Equality Act and enable them to promote equality throughout school.
2. Use a range of methods to develop children's empathy, tolerance and understanding of the needs of others.
3. Promote cultural development and understanding through enhanced curriculum and enrichment activities.
4. Ensure that the school environment is accessible and welcoming to all.