

Equality Information and Objectives Statement – September 2023

Chester Blue Coat CE Primary School is committed to promoting the welfare and equality of all of its staff, pupils and other members of the school community.

We welcome our duties under the Equality Act 2010. The school's general duties with regard to equality are:

- Eliminating discrimination.
- Fostering good relationships.
- Advancing equality of opportunity.

We will not discriminate against, harass or victimise any staff member, 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

In accordance with our Vision, Ethos and School Values, we aim to:

encourage those of all faiths and none to value and celebrate our diversity, to grow together as a community of unique individuals, doing everything in love.

To achieve this, we will adopt the following methods:

- Embedding equality within teaching and resources.
- Using key data indicators to understand the needs and characteristics of our school.
- Promoting community cohesion.
- Promoting parental engagement.
- Investing in regular staff training.
- Using key data, such as measures of wellbeing, to monitor the progress of pupils with protected characteristics.
- Regularly reviewing our equality policy to ensure it reflects current trends and issues.

Our school motto is 'doing everything in love, go and do likewise' and we believe that a greater level of success from pupils and staff can be achieved by realising the uniqueness of individuals. Creating an inclusive 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 inclusion and the benefits it can have.
- Adopting an inclusive attitude and ensuring that the whole school community understands what inclusive behaviour looks like in the school and how this aligns with the school's values.
- Adopting an inclusive curriculum that is accessible to all.
- Encouraging compassion and open-mindedness.
- Challenging bias and calling it out in order to move the conversation forward.

We are committed to having a balanced, diverse 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.

Dealing with prejudice and celebrating diversity

At Chester Blue Coat CE, 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, 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 diversity.
- Eager to reach their full potential.
- Inclusive, accepting and tolerant.
- 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 employees will:

- Promote diversity and equality.
- Encourage and adopt an inclusive attitude.
- Lead by example.
- Seek training if they need to improve their knowledge in a particular area.

Throughout the year, the school provides a variety of opportunities to celebrate diversity, including:

- Planning activities for key diversity awareness days.
- Inviting guest speakers to talk to pupils about diversity.
- Incorporating lessons about diversity into the curriculum.

Equality and dignity in the workplace

We do not discriminate against staff with regard 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.

Diversity and representation

At Chester Blue Coat CE Primary School, we develop our curriculum to be as representative of the world and our community as possible. We aim to celebrate diversity and promote acceptance and respect. We want a curriculum that allows our children to regularly learn about, and be inspired by, individuals of all abilities from all backgrounds, cultures, genders, sexualities, religions and ethnicities. We aim that the celebration of differences is embedded in our lessons and discussed frequently at every opportunity possible throughout the year.

Significant Individuals

We want to focus on how the persistence and determination of significant individuals, from all backgrounds, have positively influenced the world in which we live and celebrate their achievements and contributions. We have considered how we can represent a variety of people in all of our subjects.

Challenging Stereotypes

We want to make sure that we challenge assumptions to broaden our children's thinking. At Chester Blue Coat CE Primary School, we use carefully chosen images, stories and activities throughout the curriculum to allow the chance to dispel stereotypes. Our careers education also enables us to challenge stereotypes within the world of work. We adopt the 'No Outsiders' approach, inclusive education, promoting community cohesion to prepare young people and adults for life as global citizens.

Diverse Visuals

We ensure that the visuals we choose are inclusive and diverse throughout the curriculum. Varied visuals also give our children opportunities to raise and discuss ideas that are important to them. This allows our children to explore the world and ask questions in a safe space.

Diverse Texts

It is really important that children get to 'see themselves' in books, both fiction and non-fiction. Not only should they see themselves but they should also be given the opportunity to see a wide range of people in all sorts of roles including that of the main characters and authors. We have committed to buying new books that continue to diversify our library, book corners and chosen teaching texts to be more inclusive and challenge stereotypes.

Inclusion

At Chester Blue Coat CE Primary School, we believe passionately that every child, of every ability, should have equal opportunities to develop and achieve, and that every child should believe that they can do and be anything they wish. Through high quality first teaching, careful identification and targeted support at Chester Blue Coat CE Primary School, we strive to meet the needs of all children in an inclusive environment. Teaching, training, expert external support, apt resourcing and highly positive relationships between staff and children all help our children to make progress, particularly for those who may find the curriculum challenging. Additionally, at Chester Blue Coat we value parental partnerships and have an open-door policy with staff as well as an approachable, qualified SENDCo and so we are able to act quickly as needs arise or are made known. Through open and honest dialogue and apt support, we are able to offer our children and families the tools that they need to make progress throughout their educational journey with us and beyond.

Prejudice is not tolerated and we are continuously working towards a more accepting and respectful environment for our school community.

To achieve this, the school has established the following objectives:

Objective 1: To continue to directly teach the requirements of the Equality Act through implementation of the 'No Outsiders' programme. To start gathering evidence of children's work and understanding of equality and diversity.

Objective 2: To narrow the achievement gap for disadvantaged children; including children in care, looked after children and children who are or have been entitled to free school meals in the last 6 years.

Objective 3: To raise levels of parental and pupil engagement (particularly for vulnerable pupils identified in Objective 2) in learning and school life, across all activities including regular attendance to ensure equity and fairness in access and engagement. To meet with representatives of our EAL children to discuss inclusion and learn how we can improve our practice.

Objective 4: To continue to develop our curriculum to ensure all subjects promote equality and diversity.

Ongoing Strategies

- No Outsiders programme
- My Happy Mind lessons
- Activities of a non-stereotypical nature (home corner/role play, apparatus)
- Time and space for talk (Circle Time, Time to Talk)
- Opportunities for individuals to discuss about how they are feeling
- Days / Events to share experiences (cultural and others)
- Review/update resources so that the message given should represent the children, including texts
- Role play experiences to include addressing age, disability, race and gender
- Provide an adapted curriculum – by developing classroom approaches which allow individual differences but which do not make distinctions which have negative effects on children learning and developing.
- Awareness of peer pressure
- Staff on playground duty to look for vulnerable groups or individuals, assertive pupils, physical contact, tight huddles of groups.
- Children will be encouraged to think about the exclusion of others and the effect it has.
- Use positive praise system for behaviour management – trauma-informed language and development.
- Involvement of children in decision making.
- Use worship times to reinforce equal opportunity issues, including in Picture News.
- Use of books, stories to reinforce positive attitudes.
- Clear definition and understanding of the term 'bullying'.

The school's Equality Information and Objectives Policy further outline the school's policies regarding equality.