

## Ashleworth C of E Primary School Equalities Objectives Policy



At Ashleworth C of E Primary School we believe that everyone is unique and therefore encourage all members of our community to value and develop their own gifts and skills. We value one another's cultural inheritance and the diversity of languages and beliefs represented in our school. We believe in developing the whole person – socially, emotionally, creatively, physically, academically and spiritually – in an environment that is safe, calm and challenging.

We have high expectations for all our children and work hard to ensure that they achieve their full potential. We encourage confident and independent learning in an atmosphere where everyone can try out new challenges without fear of failure, so that our children acquire the enthusiasm and skills for life-long learning, develop questioning minds, respect each other and build up a community of love.

### **We are committed to:**

- Providing a school with a strong ethos which is truly inclusive and actively celebrates diversity.
- Creating a safe, positive and welcoming atmosphere in which Christian values of love, justice, compassion, forgiveness and protection of the vulnerable are lived out.
- Building a community based on a love of learning, in which all children and adults participate with enthusiasm, enjoying each other's company and supporting each other to grow in knowledge and in self-esteem.
- Delivering a challenging, creative and rewarding curriculum, underpinned by high expectations of all children, which prepares them for happy, healthy, fulfilled, productive and well-rounded adult lives.
- Developing in our children self-discipline, social and environmental responsibility, and appropriate standards of behaviour, for the benefit of the whole community.
- Providing good role models of respectful, sensitive, trusting relationships, and ensuring that the same approach is nurtured amongst our children.
- Promoting a culture of self-reflection, continuing improvement and healthy work-life balance, to benefit both staff and children.
- Working in partnership with parents as joint educators of their children.
- Creating a learning community that all are proud to belong to and all will look back on with happy and affectionate memories.

## Introduction

Ashleworth C of E Primary School is an inclusive school where we believe that all members of our community are of equal worth. We demonstrate our commitment to this by prioritising the well-being and progress of every child in our school and by striving to ensure that all members of our community are treated fairly in all situations.

We believe that the Equality Act provides a framework to support our commitment to valuing diversity, tackling discrimination, promoting equality and fostering good relationships between people. It also ensures that we continue to tackle issues of disadvantage and underachievement of different groups represented in the school.

We recognise that these duties reflect international human rights standards as expressed in the UN Convention on the Rights of the Child, the UN Convention on the Rights of People with Disabilities, and the Human Rights Act 1998.

Our approach to equality is based on the following key principles:

- **All learners are of equal value.**

Whether or not they are disabled, whatever their ethnicity, culture, national origin or national status, whatever their gender and gender identity, whatever their religious or non-religious affiliation or faith background and whatever their sexual orientation.

- **We recognise, respect and value difference and understand that diversity is a strength.**

We take account of differences and strive to remove barriers and disadvantages which people may face, in relation to disability, ethnicity, gender, religion, belief or faith and sexual orientation. We believe that diversity is a strength, which should be respected and celebrated by all those who learn, teach and visit here.

- **We foster positive attitudes and relationships.**

We actively promote positive attitudes and mutual respect between groups and communities different from each other.

- **We foster a shared sense of cohesion and belonging.**

We want all members of our school community to feel a sense of belonging within the school and wider community and to feel that they are respected and able to participate fully in school life.

- **We observe good equalities practice for our staff.**

We ensure that policies and procedures benefit all employees and potential employees in all aspects of their work, including in recruitment and promotion, and in continuing professional development.

- **We have the highest expectations of all our children.**

We expect that all pupils can make good progress and achieve to their highest potential, we work to raise standards for all pupils, but especially for the most vulnerable. We believe that improving the quality of education for the most vulnerable groups of pupils raises standards across the whole school.