



Chestnuts Primary School

'Encourage, Enable, Empower'

Equality Statement and Objectives

In line with the IFTL Equality Statement, this document aims to outline how Chestnuts Primary School complies with the Public Sector Equality Duty (2011) and meets the needs of the school and local community.

We believe that Chestnuts Primary School should be a community in which every member is valued, and where they are able to achieve both success and fulfillment. Everyone, regardless of their age, disability, gender and gender reassignment, race, religion or belief, sex, sexual orientation, marriage and civil partnership (the protected characteristics) should feel safe and secure. We respect and value the differences between people, recognising that diversity has a positive role to play. We also believe in equality of opportunity for our staff and our pupils, upholding fairness and social justice.

Success Indicators

Chestnuts Primary School will implement the following indicators:

- We prepare pupils for life in a diverse society where personal identity is valued and respected
- We adhere to the Public Sector Equality Duty (2011) and Equality Act of 2010
- Staff and Pupils feel respected
- We offer equal opportunities for all pupils and staff
- We eliminate any form of discrimination within our settings.

Eliminating Discrimination

Chestnuts Primary School carry out the following actions to eliminate any form of discrimination and prohibited conduct amongst the whole school community for the protection of its pupils and staff:

- School policies are written ensuring equality of the pupils and staff within the school
- All staff appointments and promotions are made on the basis of merit and ability
- Safer recruitment policies are followed
- Ensuring all members of staff receive performance reviews and training to support individual needs
- Admission arrangements are fair and transparent
- Behaviour policy is fair and followed by all staff

Advancing Equality of Opportunity

Inclusion is at the heart of our school ethos. To ensure that all pupils and staff receive equal opportunities we:

- analyse assessment to ensure support is provided to all children when needed
- behavioural incidents (including bullying and racist incidents) are tracked, monitored, analysed and reported
- PSHE lessons and assemblies address ideas of equality
- Enrichment opportunities are open to all children

Engagement and fostering good relations

At Chestnuts Primary we recognise the importance of positive working relationships with parents and the community and that parent and community voice is an essential tool to support school improvement. To ensure this we:

- have an active parent council which all parents are welcome to join
- have an active PTA which all parents are welcome to join
- ensure that the local Governing Board is representative of both parents and community members
- take parent voice seriously with regular questionnaires and opportunities for parents to make improvement suggestions
- participate in community events throughout the year
- communicate frequently through newsletters, email, text and social media with parents and the community.

In line with the specific duties under the Equality Act (2010) we will publish annually information about how the school is complying. We will also publish our Equality Objectives which will be updated every four Years.

Chestnuts Primary School Equality Objectives 2019

Objective 1: To raise the achievement of disadvantaged pupils and those with SEN in Core Subjects

Objective 2: To ensure teachers are delivering high quality first teaching, and evidence is clear that this is having an impact on pupil progress for children of all needs and abilities

Objective 3: The environment and school building is safe and accessible for all groups of users

Objective 4: To promote positive attitudes to difference so staff, pupils and parents are clear that all pupils regardless of need are able to feel safe and secure in school and have full access to all opportunities