



Equality Information and Objectives Statement

Public Sector Equality Duty Statement

Public bodies such as schools have a duty, under the 2010 Equality Act, to ensure they promote equality within their organisation and this statement sets out how we endeavour to achieve this at Damers First School.

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

At Damers First School we believe that diversity is essential to the health of our community. Through our Harmony curriculum, children are taught that diversity brings strength, allows us to grow and enriches our lives. Our pupils know they are unique and we aim to create an inclusive environment where individuals feel confident and at ease to be their very best.

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. We will ensure appropriate training for staff is planned to support our school strategy and pupils.

Dealing with prejudice and celebrating diversity

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
- 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:

- A weekly exploration of our school values and their meaning in inter / intra personal, societal and global relationships
- Incorporating the principle of Diversity in the natural world into our curriculum design

- Planning learning throughout all subjects and areas as an inclusive and diverse model
- Planning activities for key diversity awareness days and projects
- Inviting guest speakers to talk to pupils about diversity in all forms
- Embedding lessons about human and natural 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 Damers we encourage a culturally diverse environment that showcases and tells the stories of our diverse community and communities beyond. We aim for our curriculum design to be as representative of the world as we can. Our lessons celebrate diversity and promote acceptance and respect. Our children regularly learn about, and are inspired by, individuals of all abilities from all backgrounds, cultures, genders, sexualities, religions and ethnicities. It is really important for us as a school, that the celebration of differences is embedded in our lessons and stereotypes are challenged and discussed frequently at every opportunity possible throughout the year. Weaving diversity throughout our curriculum is an ongoing project and something we all feel incredibly passionate about.

Inclusion

At Damers First School we strive to nurture an inclusive community of respectful, collaborative learners who are encouraged to constantly achieve their very best. We empower all learners to make valuable contributions both locally and globally and to enjoy and benefit from a lifelong love of learning.

In supporting every person here at Damers we aim to actively remove barriers to ensure every child makes the most of their journey through their time both academically, socially and emotionally.

Closing statement

We are committed to understanding the identity and experiences of all groups within our school community and we are all continuously striving towards our 'way of being' - brave, unique, caring and kind - every day.

Date effective	May 2022	Approval	LGB
Maintenance	SLT	Role/responsibility	Moira Bearwish - Deputy Headteacher
Date of next review	March 2024	Date of last update	March 2023

The school's [**Equality Information and Objectives Policy**](#), [**Pupil Equality, Equity, Diversity and Inclusion Policy**](#) and [**Staff Equality, Equity, Diversity and Inclusion Policy**](#) further outline the school's policies regarding equality.