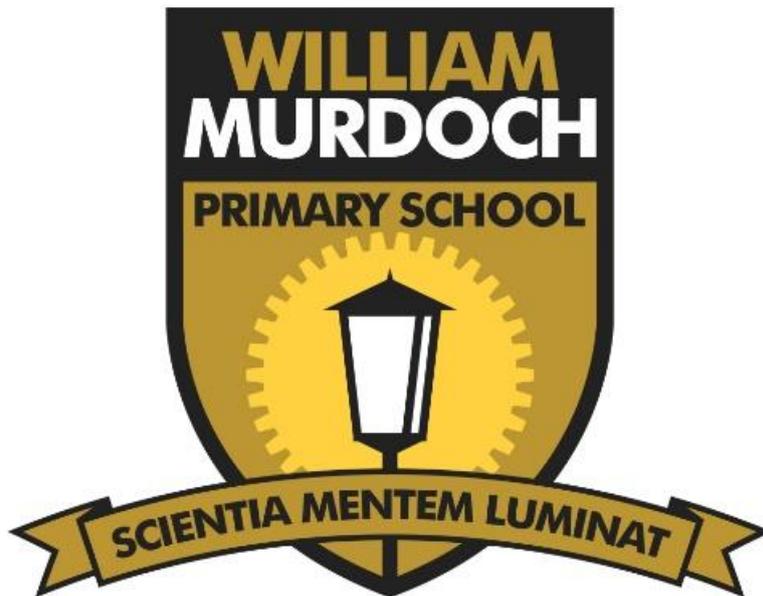


William Murdoch Primary School

Equalities Statement, Aims and Objectives Policy Statement



Approved by:	Daniel Taylor	Date: 7 February 2024
Last reviewed:		
Next review due by:	February 2025	

At William Murdoch Primary School we believe that everyone has the right to be treated with dignity and respect. We are committed to ensuring equality of opportunity in line with the Equality Act of October 2010. This Act prohibits direct and indirect discrimination, harassment and victimisation of people on the grounds of protected characteristics; these being disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation and age. We also comply with the Public Sector Equality Duty for schools. This sets out the equality matters that schools need to consider when making decisions that affect pupils or staff with different protected characteristics. This duty has three elements. In carrying out their functions public bodies are required to have 'due regard' when making decisions and developing policies to:

1. Eliminate discrimination, harassment, victimisation and other conduct that is prohibited by the Equality Act 2010
2. Advance equality of opportunity between people who share a protected characteristic and people who do not share it
3. Foster good relations across all protected characteristics - between people who share a protected characteristic and people who do not

We seek to show this through all aspects of school life and in particular through our commitment to every child fulfilling their potential through classroom-based learning, outdoor learning, pastoral care, intervention groups, work in the local and wider community and our recruitment and retention of staff.

All our staff are committed to ensuring that all pupils are challenged to achieve their potential and will also guide parents on how they can support their child's achievements. Where pupils experience barriers to learning, we will work with them to address these in a sensitive and supportive way. We will ensure that all pupils understand the importance of equality and foster within our pupils their own commitment to promoting equality.

We will have due regard in the day to day policies and practice of our school for the need to:

Eliminate unlawful discrimination

- Advance equality of opportunity
- Foster good relations between people from different groups

Our Vision and Aims for Equality and Diversity

We will treat everyone at William Murdoch Primary School fairly and with equal respect so that all members of our school community can be free to learn, enjoy and reach their potential. At William Murdoch Primary School we will ensure that we:

- Tackle all discrimination including on the grounds of race, disability, gender/gender identity, sexual orientation, religious belief or age
- Positively advance equality within our school for adults and children

- Create good relationships in the school between all groups by race, gender/gender identity, disability, sexual orientation, religious belief and age
- Promote equality of opportunity for all

Children in a range of groups - Special Educational Needs and Disability(SEND); English as an Additional Language(EAL), Pupil Premium (PP) and Free School Meals (FSM) - will be monitored in the following areas:

- Progress and attainment
- Learning and Teaching
- Behaviour and Exclusions
- Attendance
- Admissions
- Bullying
- Parental involvement
- Participation in extra-curricular activities
- Staff recruitment and retention
- Visits and visitors