



## **Equality, Diversity & Inclusion Statement**

At Cleves Primary School, we are dedicated to upholding the principles of equality as outlined in the 2010 Equality Act. We view this commitment not only as a legal obligation but also as a moral imperative. Our belief in treating every individual with equal dignity and compassion, underpinned by equal legal protection, is fundamental to our school's ethos.

The Equality Act explicitly outlines our responsibility to:

- Eliminate discrimination and prohibited conduct.
- Promote equal opportunities among individuals, whether they share a protected characteristic or not.
- Foster positive relations across all characteristics, promoting unity between those with protected characteristics and those without.

Protected characteristics encompass various factors such as race, disability, gender, age, religion or belief, sexual orientation, pregnancy and maternity, and gender reassignment. It is essential to recognize that all individuals within these groups hold equal status and rights as part of the broader human race.

Our commitment to equality extends beyond people and encompasses our environment and the other species that share our planet. We believe that compassion and consideration are boundless, and the equal treatment of people serves as a model of our commitment to the broader world. As a school, we not only promote equality in our current practices but also nurture children's development and understanding of equality and responsibility for the long term.

Objectives: Our equality objectives are rooted in principles of human rights and human dignity and can be summarized as follows:

- Maintain a culture of advancing equality in both our policies and practices.
- Develop children's understanding of and commitment to promoting equality and eliminating discriminatory practices and beliefs.
- Deepen understanding among all children and staff regarding the strengths and needs of all protected characteristic groups.
- Continuously seek ways to enhance our school's culture, policies, and practices to advance equality and eliminate discrimination.
- Celebrate the rich diversity of individual and group characteristics within our school community and the wider world.

Principles in Action: The following list outlines how we implement our moral and legal responsibilities to ensure equality within our school community. This list is not exhaustive,

and measures may vary in relevance to different groups within our school. These principles collectively form the basis of our commitment to demonstrating and promoting equal opportunities.

1. When reviewing school policies, we always consider equal opportunity implications. Relevant considerations are identified, and our key policies are available on our website and by request at the school office.
2. We regularly analyze the progress and attainment of all children, including specific pupil groups, addressing variations and exploring the reasons behind them. We consider each child individually and examine the factors contributing to variations in order to provide appropriate support.
3. All aspects of the curriculum are accessible to all children, and we make adaptations as needed to accommodate individual needs.
4. We model respect and tolerance toward all individuals, regardless of characteristics, and we believe in promoting understanding and good practice among children themselves.
5. We foster a culture where children feel comfortable sharing concerns and worries with adults. We provide support for children to articulate complex emotions and maintain strong relationships between adults and children.
6. We recognize the individual needs of staff members, including emotional support, time off for personal commitments, or adjustments to working arrangements, which may be linked to protected characteristics.
7. We encourage parents to approach the school with concerns or difficulties, creating an open and supportive environment for discussions related to protected characteristics.
8. We refer to a calendar of world festivals and important dates for various protected characteristic groups as part of our collective worship calendar, raising awareness and planning events accordingly.

Our commitment to equality remains unwavering, and we continually strive to uphold these principles within our school community.