



Equality Information & Objectives Statement

Policy Approved	February 2025
Review Date	February 2026

Vision and Values

Vision Statement

Let your light shine.

Access and ambition for all to enjoy life in all its fullness.

Foundational Scripture

Matthew 5: 16 In the same way, let your light shine before others, that they may see your good deeds and glorify your Father in heaven.

Our school values are rooted in the Sermon on the Mount and are the basis of all relationships, decisions and direction of our school.

School Values

Our school values are at the heart of our everything we do in school. We aim to provide high quality learning opportunities which help foster these values within children. Our values are:

Friendship

Thankfulness

Hope

Unity

Compassion

Forgiveness

Justice

Endurance

Trust

At Hoole Church of England Primary School, we aim to help children become:

- **Enthusiastic, curious, independent thinkers – motivated, reflective and resilient learners** who persevere when faced with challenges and who celebrate their achievements and those of their friends;
- **Respectful, compassionate and kind friends** who are able to work with others, forgive, trust, support and communicate with others;
- **Confident, thankful individuals** who understand their own worth; how to stay safe and healthy and how to manage feelings and relationships;
- **Tolerant and responsible citizens** who show respect for others, and a commitment to appreciate and contribute positively to the world around them.

Introduction

We welcome our duties under the Equality Act 2010. The school's general duties with regard to equality are:

- Eliminating discrimination.
- Fostering good relationships between people who share a protected characteristic and those who do not.
- 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

We believe that a greater level of success from pupils and staff can be achieved by realising the uniqueness of individuals. Creating an inclusive environment where individuals feel confident and at ease is a commitment of the school. 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.
- Ensuring policies and procedures take into account equal opportunities and these considerations form a key part of considerations prior to implementation or amendment of a policy.
- Promoting a culture where pupils, staff and parents feel able to share concerns and worries generally, but also particularly for those individuals who have a protected characteristic.

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.

Dealing with prejudice and celebrating diversity

We do not tolerate any form of prejudice-related incident. Whether direct or indirect, we seek to address issues when they arise, working in partnership with parents and carers where appropriate. 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: understanding by learning about individuals from a variety of backgrounds and protected characteristics.
- 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:

- Planning activities for key diversity awareness days.
- Inviting guest speakers to talk to pupils about diversity.
- Incorporating lessons about 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 and internal processes are non-prejudicial, whether they result in warnings, dismissal, or any other form of sanction.

Diversity and representation

In our school, we seek to ensure that all groups are represented in the school community.

Within our school curriculum, pupils learn about significant individuals who have contributed to particular subject areas or who demonstrate our school values in action. These individuals have been carefully selected to ensure that they are from a variety of ethnic, cultural and social backgrounds to ensure that they reflect the diversity within our school community and the local area we serve. This is also reflected in worship sessions, where stories linked to the school's values and scripture are illustrated by reference to diverse individuals.

We strive to ensure that that resources, books, learning materials and displays in all areas of school are reflective of our school population, the community we serve and multicultural Britain.

The Governing Body regularly audits diversity within the board. The Diversity report is published via the school website and governors have worked proactively to try to increase diversity within the board.

Inclusion

At Hoole, we seek to ensure that all stakeholders are fully included and able to participate in all aspects of school life.

We regularly consult with stakeholders on issues relating to school life, policy and procedure. Focused Parent Forums (i.e. SEND parent forum) enable us to ensure that all voices are heard in our school community.

Proactive work, including the provision of tailored resources or adaptations to, for example, the physical environment, the curriculum and how we communicate with families, enables us to ensure that the school is accessible and inclusive of all.

Ongoing evaluation, conducted in partnership with staff, pupils, families and the wider community, enable is to maintain a school environment which is welcoming and inclusive.

Equality Objectives

The school is committed to promoting the welfare and equality of all its staff, pupils and other members of the school community.

The school sees all members of the school community as of equal value, regardless of any protected characteristic. The school's policies, procedures and activities will not discriminate but must nevertheless take account of differences in life experience, outlook and background, and in the kinds of barriers and disadvantages which people may face in relation to any protected characteristic.

This Statement sets out how the school is meeting the PSED and outlines how equality of opportunity is ensured for all members of the school community. This Statement is reviewed annually and is published on the school website annually.

To achieve this, the school has established the following objectives:

- **Complete process of evaluating racial justice within our school in conjunction with stakeholders and community partners.**
- **Ensure that school workshops and family learning activities are fully accessible and inclusive of all stakeholders within our school community.**
- **Further extend the development and embedding of Parent Forums to ensure that all groups within our school community have a voice and contribute to policy development and review.**
- **Embed initiatives to promote a whole school approach to supporting diversity, inclusion and equity for all.**
- **Extend data monitoring systems so that trends or patterns relating to recruitment, retention and professional development of staff are reported to the Board of Governors, in addition to data relating to pupils which is currently provided.**

The school will regularly review the steps being taken and the progress made towards the achievement of these objectives and, in line with the specific duties of the PSED.

Closing statement

Prejudice is not tolerated and we are continuously working towards a more accepting and respectful environment for our school community.

The school's **Equality Policy**, **Pupil Equality, Equity, Diversity and Inclusion Policy** and **Staff Equality, Equity, Diversity and Inclusion Policy** further outline the school's policies regarding equality.

Monitoring & Review

This Statement is reviewed on an annual basis. The next scheduled review of this Statement is in September 2026.