

Equality Objectives

At Whitfield St James' CE (VC) Primary School, we are committed to our 'Working together to achieve our best' 'to reach our God-given potential' school motto. We aim to develop a culture of inclusion and diversity - celebrating the ways in which we are each different while highlighting the many ways in which we are all the same.

As part of this, the school selects some objectives to achieve over a four-year period to show our commitment to the [Equality Act 2010](#) and these objectives focus on areas where we wish to take action to improve equality and tackle discrimination.

On a yearly basis, we will review the objectives, possibly adding further objectives if needed, all as part of our aim to ensure success for each and every child in our school.

OBJECTIVES

1. To ensure that all learners have equal access to a rich, broad, balanced and relevant curriculum.
2. To ensure that teaching and learning promotes equality, celebrates diversity and promotes community cohesion.
3. To ensure that no-one is unfairly or illegally disadvantaged as a consequence of their gender, colour, race, age, ethnic or national origin, disability or religious beliefs.
4. To recognise, celebrate diversity within our community whilst promoting community cohesion.
5. To acknowledge the richness and diversity of British society and to help prepare children for their part in that society.
6. To ensure that those with management responsibility and individual staff accept responsibility for planning, organisation and delivery of appropriate educational material to ensure that this policy for equal opportunity is woven into all we do.
7. To ensure that learners and parents are fully involved in the provision made by the school.
8. To ensure that within the school budget appropriate funding is provided to underpin this policy

STRATEGIES

1. Monitoring, evaluation and review carried out by the Leadership Team will ensure that procedures and practices within the school reflect the objectives of this policy.
2. Parents will be involved and consulted about the provision being offered by the school.
3. Teachers will ensure that their planning, teaching and learning takes account of this policy and ensures that equity underpins all their work.
4. The diversity within our school and the wider community will be viewed positively by all and this diversity will be recognised as a rich resource for teaching, learning and the curriculum.
5. INSET opportunities will be provided for staff, to raise awareness and provide practical examples of suitable curricular materials.
6. Active contributions will be sought of parents and others to enrich teaching, learning and the curriculum.
7. The positive achievements of all pupils will be celebrated and recognised.