

CASSIOBURY INFANT & NURSERY SCHOOL

Equality Objectives 2021-2022

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Adopted by	School
Review period	1 year
Date of Next Review	September 2022

At Cassiobury Infant and Nursery School we are committed to providing equal opportunities for all members of our community, irrespective of gender, religion, disability, race or cultural background and this diversity is valued as a resource from which we all benefit. We actively seek to remove barriers to learning and participation that can hinder or exclude individual pupils or staff or groups of pupils or staff. (*Inclusion Policy*).

In our school BAME pupils make up 72% of our pupils, with the most common ethnicities as Indian (19%) and Pakistani (16%). (*September 2021*)

BAME ~ Black, Asian and Minority Ethnic: Used to refer to people in the UK who are not White. (*Cambridge English Dictionary June 2020*).

We welcome our general duty under the Equality Act 2010 to eliminate discrimination, to advance equality of opportunity and to foster good relations, and our specific duties to publish information every year about our school population,; to explain how we have due regard for equality, and to publish equality objectives which show how we plan to tackle particular inequalities and reduce or remove them.

School and Governing Body considers challenges presented by systemic racism and endeavours to ensure actions, rather than statements, are offered in response

We also welcome our duty under the Education and Inspections Act 2006 to promote community cohesion.

We welcome the emphasis in the Ofsted Inspection Framework on the importance of narrowing gaps in the achievement which affect, amongst others:

- Pupils from certain cultural and ethnic backgrounds
- Pupils who belong to low income households and pupils known to be eligible for the Pupil Premium Grant
- Pupils who are disabled or who have Special Educational Needs

- Boys and girls in certain subjects.

Our school is committed to equality both as an employer and a service-provider:

- We try to ensure that everyone is treated fairly and with respect
- We want to make sure that our school is a safe, secure and stimulating place for everyone
- We recognise that people have different needs and we understand that treating people equally does not always involve treating them all exactly the same
- We recognise that for some pupils extra support is needed to help them to achieve and be successful
- We try to make sure that people from different groups are consulted and involved in our decisions, for example through talking to pupils, parents/carers and through the School Council and Parent Focus Group
- We aim to make sure that no-one experiences harassment, less favourable treatment or discrimination because of their age; any disability they may have; their ethnicity, colour or national origin; their gender; their gender identity or reassignment; their marital or civil partnership status; being pregnant or recently having a baby; their religion or beliefs, their sexuality and orientation.
- We aim for inclusion in our recruitment through reasonable adjustment for people with disabilities or English as a second language, promoting CPD through the development of apprenticeship roles and non-discriminatory interview panels consisting of at least 2 interviewers.
- Reports of racism or discrimination are dealt with rapidly and reviewed by the Governing Body to ensure that appropriate action is taken swiftly and effectively.
- As a diverse school, pupils and staff are encouraged to understand and respect each other's values and differences by learning about and celebrating different cultures, festivals, religions and traditions from around the world.
- We reflect on our curriculum provision to ensure equality is endemic throughout in our comprehensive BAME statement and School Improvement Plan.
- We firmly believe that this is shared responsibility between our whole school communities. This is reflected through our expectations, behaviour and Vision, Mission and Values.
- We regularly survey parents on aspects of school's provision. This allows us a comprehensive view of our community's view on our provision and where improvements or changes can be made