

CASSIOBURY INFANT & NURSERY SCHOOL

Equality Statement 2022/2023

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At Cassiobury Infant and Nursery School we are committed to providing equal opportunities for all members of our community, irrespective of:

- Age
- Gender reassignment
- Being married or in a civil partnership
- Being pregnant or on maternity leave
- Disability
- Race including colour, nationality, ethnic or national origin
- Religion or belief
- Sex
- Sexual orientation

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 groups of staff. (*Inclusion Policy*).

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 an educational setting:

- We aim to ensure that everyone is treated fairly and with respect
- We strive to ensure that our school is a safe, secure and stimulating place for everyone to be and to learn
- We recognise that people have different needs and understand that treating people equally does not always involve treating them all in exactly the same way
- We recognise that for some pupils additional support is needed to help them to achieve and be successful
- We aim to ensure that a variety of individuals from our diverse school community 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 ensure 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 two interviewers.
- Reports of racism or discrimination are taken seriously, dealt with rapidly and reviewed by the Governing Body to ensure that appropriate action is taken swiftly and effectively.
- As a diverse school, we aim to promote understanding and respect for 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 community. 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