



## Wyke Regis Primary Federation Equality Objectives

At Wyke Regis Primary Federation we welcome our duties under the Equality Act 2010. We are committed to anti-discriminatory practice to promote equality of opportunity and valuing diversity for all children and families. The Federation's general duties, with regards to equality are;

- Eliminating discrimination
- Fostering good relationships
- Advancing equality of opportunity

We will not discriminate against, harass or victimise any pupil, prospective pupil, or other member of the school community because of their;

- Age
- Disability
- Race
- Gender
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Religion or belief
- Sexual orientation

Wyke Regis Primary Federation aims to promote pupils' spiritual, moral, social and cultural development, with special emphasis on promoting equality, diversity and eradicating prejudicial incidents for pupils and staff. Our Federation is committed to not only eliminating discrimination, but also increasing understanding and appreciation for diversity. We believe that a greater level of success from pupils and staff can be achieved by realising the uniqueness of individuals. Creating a prejudice-free environment where individuals feel confident and at ease is a commitment of the Federation.

This environment will be achieved by;

- Being respectful
- Always treating all members of the school community fairly
- Developing an understanding of diversity and the benefits it can have
- Adopting an inclusive attitude
- Adopting an inclusive curriculum that is accessible to all

- Encouraging compassion and open-mindedness.

We are committed to having a balanced 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 instead promotes inclusive attitudes. Wyke Regis Primary Federation does not tolerate any form of prejudice-related incident. Whether direct or indirect, we treat discrimination against all members of our Federation with the utmost severity. When an incident is reported, through a thorough reporting procedures, our Federation is devoted to ensuring appropriate action is taken and a resolution is put into place which is both fair and firm.

At Wyke Regis Primary Federation our pupils are taught to be;

- Understanding of others
- Celebratory of cultural diversity
- Eager to reach their full potential
- Inclusive
- Aware of what constitutes discriminatory behaviour.

The Federation's employees will not;

- Discriminate against any member of the school
- Treat other members of the Federation unfairly.

The Federation's employees will;

- Promote diversity equality
- Encourage and adopt an inclusive attitude
- Lead by example.

### **Equality Objectives:**

Wyke Regis Primary Federation is committed to promoting the welfare and equality of all its staff, pupils and other members of the school community. To achieve this, the Federation has established the following objectives;

- To monitor changes to the curriculum to ensure they result in good outcomes for pupils in all vulnerable groups including SEN and disadvantaged children.
- To develop pupil knowledge of equality and diversity by weaving it through our Federation ethos, curriculum and practices.
- To improve the quality of support to raise levels of attainment in core subjects for vulnerable learners
- To embed the British value of tolerance (mutual respect and tolerance of those with different faiths and beliefs and for those without faith).

The Federation's Equality policy further outlines the Federation's objective and intentions regarding equality.