

Equality Objectives

This Equality information has been written to meet the requirements of schools to carry out the Public Sector Equality Duty in accordance with the Equality Act 2010.

At Belmore we will not discriminate against a pupil or prospective pupil, or any other member of our school community, by treating them less favourably on the basis of a 'protected characteristic' The protected characteristics are:

- Race
- Disability
- Sex/Gender
- Gender reassignment
- Sexual orientation
- Religion or belief
- Pregnancy or maternity
- Marriage or civil partnership

A person's age is also a protected characteristic in relation to employment, and in regard to the provision for goods and services. It does not however apply to pupils, and so the school is free to arrange pupils in classes based on their age group with materials appropriate to them.

The Equality Act 2010 introduced a single Public Sector Equality Duty (2011), which applies to public bodies, school including both LA maintained and Academies. The school must have due regard to the need to:

- Eliminate discrimination and other conduct that is prohibited by the Act
- Advance equality and opportunity between people who share a prohibited characteristic and people who do not share it
- Foster good relationships across all characteristics, between people who share a protected characteristic and people who do not share it.

Having due regard in this context means that when significant decisions are being taken, thought must be given to the equality implications.

Belmore Primary Academy does not tolerate any form of prejudice-related incident. Whether direct or indirect, we treat discrimination against all members of our school with the utmost seriousness.

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 school's employees will not:

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

The school's employees will:

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

The Leadership Team and Governors will annually review how well we achieve our aims with regard to the protected groups under the Equality Act by:

- Implementing required policies and procedures
- Ensuring appropriate training for our staff
- School assemblies and special events
- Our curriculum and interaction with all members of our school community
- Our communications, website and publications
- Our ethos and values (5 Guiding Powers)
- Appropriate oversight by school leaders and Governors
- Discussions with and feedback from our pupil voice
- Opportunities to reflect the multicultural nature of our school community
- Our use of display and development of an accessible learning environment
- Visits to museums, places of worship and places of local interest
- A focus on the involvement of parents and carers
- Our identified school improvement objectives – published separately
- Feeding back to our Governing Body
- The close monitoring and response to any incidents of inappropriate behaviour towards others as reflected in the Equalities Act 2010

SMSC

We aim 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 school is committed to not only eliminating discrimination, but also increasing understanding and appreciation for diversity. Creating a prejudice-free environment where individuals feel confident and at ease is a commitment of the school:

- Being kind and 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

Curriculum

At Belmore we provide a broad and balanced curriculum in order to build a better future for all. Our high-quality curriculum offer harnesses the transformational power of education & learning. Our pupils have meaningful opportunities to acquire new knowledge, and develop their skills and understanding through a language rich curriculum with vocabulary at its heart.

Children develop as knowledgeable, ethical, resilient and adaptable learners who can think differently, manage information and understand the importance of making a positive contribution to their own and wider society. Our children's low starting points in Early Years combined with our high levels of EAL learners means we prioritise the development of children's vocabulary and oracy from an early age.

We actively promote healthy lifestyles throughout our curriculum to ensure our children have the knowledge and skills they need to ensure they have a healthy approach to diet and exercise.

It is vital that our children experience a wide range of opportunities and experiences to support in overcoming barriers and access to experiences outside of the classroom. We ensure that children simultaneously widen their cultural horizons but also have opportunities to celebrate their own cultures. Our children require knowledge and skills for futures that can't yet be imagined. We have designed a curriculum that will help them build a better future for all and celebrate in the transformational power of education and learning for the next steps in their life journey.

Our School Values

The core values that underpin our curriculum are for our children to be:

- Kind, respectful and work together
- Resilient and learn from their mistakes
- Ready and prepared to work
- Active in mind and body
- Aspire to be the best they can be

Through these key principles, children build their self-esteem and understand the importance of making a positive contribution to their own lives, the lives of others and to the world we live in through their personal development.

Our Equality Objectives

- To close gaps in attainment and achievement between students and all groups of students; especially boys and girls, students eligible for free-school meals, students with special educational needs and disabilities, looked after children and students from different heritage groups
- To improve the quality of support to raise levels of attainment in core subjects for vulnerable learners.
- To promote spiritual, moral, social and cultural development through all appropriate curricular and extra-curricular opportunities. We aim to meet this objective with particular reference to issues of equality and diversity
- To reduce prejudice and increase understanding of equality through direct teaching across the curriculum
- To provide an environment that welcomes, protects and respects diverse people
- To promote cultural development and understanding through a rich range of experience, both in and beyond the school
- To raise awareness of the impact of bullying, especially where this relates to protected characteristics
- To reduce any incidence of the use of homophobic, sexist or racist language by students in the school
- To monitor and promote the involvement of all groups of students in the extra-curricular life of the school, including leadership opportunities, especially students with special educational needs