

Equality Statement

St John's Primary School is committed to being an inclusive environment for our community. We promote equality for all pupils, staff and other members of the school community. We aim to ensure the school is a welcoming space for those from all backgrounds, where learning can take place in an environment of openness and tolerance.

We understand that, under the Equality Act 2010, all schools have a duty to:

- Eliminate unlawful discrimination, harassment and victimisation;
- Advance equality between different groups;
- Foster good relations between different groups; and
- Promote the mental health and wellbeing of all.

Our school's overall values are underpinned by these statutory duties under the Equality Act 2010, but are not limited to them. We are dedicated to ensuring that every pupil receives an education that offers them the best chance at fulfilling their potential, and to promoting mental wellbeing amongst all our pupils. Our Equality Policy provides a clear framework for how we will achieve our school's aims and objectives.

Our equality aims and objectives are:

- To promote spiritual, moral, social and cultural development through all appropriate curricular and extra-curricular opportunities.
- To equalise opportunities for pupils
- To prevent and deal effectively with bullying and harassment of all forms.
- To ensure the fair and equal treatment of pupils and staff
- To encourage the participation of under-represented groups in school activities, and to listen to any specialist needs.
- To listen to pupils, staff and parents and reflect on their feedback
- To inform and involve parents and carers
- To make the school accessible to all
- To address the full range of learning needs and narrow attainment gaps

At St John's Primary School, we are committed to equality of opportunity in line with the Equality Act 2010. We shall make a positive contribution to society by demonstrating qualities such as respect, co-operation and valuing difference, while celebrating cultural diversity. This commitment applies to our work in the classroom, our pupil support systems, our recruitment and retention of staff and our work in the local and wider community. We believe it contributes to the achievement of high academic standards.

We promote the principles and practices of equality and justice throughout the school and we aim to be a school where everyone:

- is respected and respects others

- takes part in the life of the school
- achieves to their potential
- develops skills essential to life
- exercises choice
- celebrates cultural diversity

As an employer we will not discriminate on any of the following:

- Age
- Sex
- Disability
- Gender identity or re-assignment
- Race (including colour, nationality, ethnic and national origin)
- Religion and belief
- Sexual orientation
- Marriage and civil partnership

Nor as a school or employer will we accept any of the following¹:

- Direct discrimination
- Indirect discrimination
- Associative discrimination
- Harassment
- Harassment by a third party
- Victimisation

¹ Definitions of these types of discrimination can be found at: [What discrimination is: Discrimination and the law - Acas](#)