



Ramsey Manor Lower School

Equality Information and Objectives Statement

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Edition	Issued	Changes from previous
1		New statement.

Ramsey Manor Lower School

Equality Information and Objectives Statement

Ramsey Manor Lower School is committed to equality of opportunity for all, including the eradication of direct discrimination; indirect discrimination; harassment; victimisation or bullying on grounds of race, nationality, religion or belief, gender, pregnancy or maternity, sexual orientation or gender reassignment, age (in relation to staff) or disability.

This statement sets out what the school is doing to advance the aims of the policy.

Legal Duties

Under the Equality Act 2010, schools have the specific duties:

- a) to publish information to demonstrate how they are complying with the Public Sector Equality Duty, and
- b) to prepare and publish equality objectives.

We understand the principle of the act and the work needed to ensure that those with protected characteristics are not discriminated against and are given equality of opportunity.

A protected characteristic under the act covers the groups listed below:

- age (for employees not for service provision),
- disability
- race
- sex
- gender reassignment
- maternity and pregnancy
- religion and belief,
- sexual orientation
- Marriage and Civil Partnership (for employees)

The school also seeks to reduce inequality of opportunity in relation to social and economic status, although this is not a protected characteristic.

Objectives

The principles of the Trust's Equal Opportunities policy are translated into objectives and actions that promote equality and positive relations across all areas of school activity in relation to:

- Progress, achievement and assessment.
- Behaviour, discipline and exclusion.
- Students' personal development and pastoral care.
- Students' relationships.
- Teaching and learning.
- Admissions and attendance.
- Curriculum.
- Staff recruitment and professional development.
- Partnerships with parents and communities.
- Appointment and training of governors.

For the period 2023-2026 the specific objectives are to:

1. Improve the achievement and literacy of all students, particularly those with special needs and those identified as disadvantaged with a specific focus upon those entitled to free school meals.
2. Increase the proportion of students supported by the Pupil Premium, specifically those in receipt of free school meals making positive progress across all subjects, so that it is at least the same as the progress made by other students in the school.
3. Increase the proportion of students identified as having Special Educational Needs making positive progress across all subjects, so that it is at least the same as the progress made by other students in the school.

The Governing Body will review the school's performance towards the objectives annually.

Aims to Eradicate Discrimination

We seek to limit and eradicate prejudicial incidents in our school community.
The school will:

- Ensure that all pupils know we have high expectations of them.
- Ensure that all pupils have access to pupil voice groups (such as School Council, Wellbeing Groups and Eco Committee) that offer equal representation.
- Ensure that pupils learn about the beliefs and traditions of different cultures, groups and religions through RE and PSHE lessons.
- Provide pupils and staff with effective ways of resolving arguments and conflicts, both formally through PSHE lessons and informally through modelling, discussion and guidance.
- Maintain mixed ability and mixed gender teaching groups where appropriate.
- Ensure that classrooms, corridors and public areas present a positive reflection of the diverse nature of our school community and our wider society.
- Ensure that out of school hours activities, curriculum enrichment opportunities and rewards are accessible to all pupils equitably. Ensure pupils have access to a range of roles, responsibilities and enrichment opportunities in school.
- Monitor and evaluate data relating to incidents of discrimination. This data will be grouped by different protected characteristics to inform the school the training needed to support pupils.
- Ensure staff promote an inclusive and collaborative ethos in school, challenging and responding appropriately to incidents of discrimination and harassment, showing appropriate support for pupils with additional needs and maintaining a good level of awareness of issues surrounding equality.
- Ensure that in recruiting, seeking to retain or promoting staff it will not discriminate

against individuals by age, ethnicity, gender or sexual orientation or any other protected characteristic, endeavouring to seek staff and governors from a diversity of backgrounds.

- Ensure access on an equitable basis to in-service training and professional development opportunities.

We believe that a greater level of success from pupils and staff can be achieved by realising the uniqueness of individuals. Creating an inclusive environment where individuals feel confident and at ease is a commitment of the school. This environment will be achieved by:

- Being respectful.
- Always treating all members of the school community fairly.
- Developing an understanding of diversity and inclusion and the benefits it can have.
- Adopting an inclusive attitude and ensuring that the whole school community understands what inclusive behaviour looks like in the school and how this aligns with the school's values.
- Adopting an inclusive curriculum that is accessible to all.
- Encouraging compassion and open-mindedness.
- Challenging bias and calling it out in order to move the conversation forward.
- Recognising the importance of language to a person's sense of identity.

We are committed to having a balanced, diverse 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 promotes inclusive attitudes.

Dealing with Prejudice

We do not tolerate any form of prejudice-related incident. Whether direct or indirect, we treat discrimination against all members of our school with the utmost severity. When an incident is reported, our school is devoted to ensuring appropriate action is taken and a resolution is put into place which is both fair and firm.

Incidents in breach of the principles of this statement will be responded to within the normal protocols for school sanctions, but in a way that makes clear the school's intention to promote inclusion and equality of opportunity.

Our pupils are taught to be:

- Understanding of others.
- Celebratory of diversity.
- Eager to reach their full potential.
- Inclusive of others and aware that some groups may be more vulnerable to discrimination than others.
- Aware of what constitutes discriminatory behaviour.

The school's employees will not:

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

The school's employees will:

- Promote diversity and equality.
- Encourage and adopt an inclusive attitude.
- Lead by example.
- Seek training if they need to improve their knowledge in a particular area.

Throughout the year, the school provides a variety of opportunities to celebrate diversity, including:

- Planning activities about diversity for awareness days and cross curricular days.
- Incorporating lessons about diversity into the curriculum.

Equality and Dignity in the Workplace

Equality of opportunity and non-discrimination extends to the treatment of all members of the school community. All staff members are obliged to act in accordance with the school's procedures relating to equality.

We will guarantee that no redundancy is the result of direct or indirect prejudice. All disciplinary procedures are non-prejudicial, whether they result in warnings, dismissal, or any other disciplinary action.

Monitoring

The school will monitor the progress towards the specific objectives set out above. Specifically, we will:

- assess and monitor the performance of the school in these areas and use this data to inform planning and decision making to further promote equality.
- establish policies which are based on this assessment and monitoring.
- review, monitor and assess these policies for their effectiveness and impact in eliminating discrimination and promoting equality.