



# **Horsley and Mapperley** **Federation of Schools**

## **Equality Information and Objectives Statement**

### **Opening statement**

We welcome our duties under the Equality Act 2010. The Federation's general duties with regard to equality are:

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

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

- Sex.
- Age.
- Race.
- Disability.

- Religion or belief.
- Sexual orientation.
- Gender reassignment.
- Pregnancy or maternity.
- Marriage and civil partnership.

We aim to promote pupils' spiritual, moral, social and cultural development, with special emphasis on promoting equality and 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.

### **Aims to eradicate discrimination**

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.

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 and celebrating diversity**

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.

Our pupils are taught to be:

- Understanding of others.
- Celebratory of diversity.
- Eager to reach their full potential.
- Inclusive. Inclusive behaviour in our federation ensures that all members of our school community have access and opportunity to be part of all openings.
- Aware of what constitutes discriminatory behaviour.

The federation's employees will not:

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

The federation'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 for key diversity awareness days / weeks.
- Inviting guest speakers to talk to pupils about diversity.
- Incorporating lessons about diversity into the curriculum.

### **Equality and dignity in the workplace**

We do not discriminate against staff with regard to their:

- Age.
- Disability.
- Gender reassignment.
- Marital or civil partner status.
- Pregnancy or maternity.
- Race.
- Religion or belief.
- Sex.
- Sexual orientation.

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 various policies 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.

### **Diversity and representation**

We appreciate the richness within our differences and look for ways of celebrating and understanding them better, by fostering an ethos that allows us to ask questions to gain greater knowledge.

### **Inclusion**

Identifying commonality and shared values, aspirations and needs underpins our approach to equality. We value our fundamental similarities and celebrate our differences and know that we belong to one family.

## **Closing statement**

We recognise that, as they evolve, distinct cultures, beliefs and lifestyles will impact on and inform each other therefore it is paramount that we prepare our children for the future so that they will be inclusive and rounded citizens. Within our school's, within our local community, within Derbyshire and the wider world this is done through allowing children the time to reflect and think about others that they know and those further away in our world.

We will develop our understanding of the inequality that exists in society and explore ways of individually and collectively promoting a more equitable society. Children know that they will be challenged and supported if they are unsure about a viewpoint.

Prejudice is not tolerated and we are continuously working towards a more accepting and respectful environment for our school community.