

The Wolds Federation Equality Objectives Statement



Our Christian Vision is that our children will be agents for change in their own lives, in their local community and in their global community.

“The child Jesus grew and became strong; he was full of wisdom gaining favour with God and with people. “ Luke 2:54

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he Wolds Federation of schools will promote equality and will not tolerate inequality in any area of the school's life or work. We value each child as a unique individual, and follow our pathways with respect for others. we recognise that each child has an eternal origin and a divine destiny and all are made in the image and likeness of God. As the Church of England 'Valuing All God's Children' document states, we strive to offer a safe and welcoming place for all God's children.

All will be treated equally and given equal access to the curriculum and life of the schools. All will have equal opportunity to benefit from all that we offer. Our intention is to develop an ethos in which all will thrive and grow with confidence. Diversity and differences will be valued and respected by all and they will contribute to the richness of our school life and learning.

In the Wolds Federation, we are committed to providing every pupil with the opportunity to achieve his or her potential. We regard every child as unique and take into account their experiences and needs. Our curriculum is broad, balanced, challenging and exciting, and we have the highest expectations of our pupils. We ensure that all employees are treated as equals in the workplace. This policy is designed to ensure that we promote the individuality of all pupils irrespective of their age, ability, background, ethnicity, gender or religion. This policy accords with the Equality Act 2010.

We welcome our duties under the Equality Act 2010. The school'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:

- 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 a prejudice-free 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 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 promotes inclusive attitudes. We will also respect the right of parents to withdraw their children from certain classes which pose conflicts to their own beliefs.

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, through our thorough reporting procedure, 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 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 community.
- Treat other members of the school community unfairly.

The school's employee's will:

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

Equality and dignity in the workplace

We do not discriminate against staff with regards 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.

Closing statement

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