



ROBERT MELLORS PRIMARY ACADEMY

Equality Statement and Objective

At Robert Mellors Primary Academy we are committed to;

- promoting equality and equity of opportunity
- eliminating discrimination and harassment
- valuing diversity and promoting positive relationships
- providing an inclusive education which enables all pupils to develop their full potential
- meeting the requirements of the Equality Act 2010.

The Equality Act 2010

The Equality Act 2010 replaces previous anti-discrimination legislation with a single Act. The Equality Duty is set out in section 149 of the Act. It replaces the three previous public sector equality duties – for race, disability and gender – and covers the following protected characteristics;

- Disability
- Race and ethnicity
- Gender
- Gender identity
- Marriage and civil partnership (but only in respect of eliminating unlawful discrimination)
- Pregnancy and maternity
- Religion and belief
- Sexual identity

We ensure that we have due regard to the need to;

- eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Act
- advance equality of opportunity between people who share a characteristic and those who don't
- foster good relations between people who share a characteristic and those who don't.

The Governing Body will ensure, that in the cycle of policy reviews, that policies and practices are scrutinised to identify the effects they have on individuals or groups of people in relation to equality and equity.

Our school aims to be an inclusive school. We actively seek to include all our children, parents/carers and staff in our school community. This means that equality of opportunity must be a reality for our whole school community. We do this by the attention we pay to different groups of within our school with consideration to the protected characteristics;

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership (but only in respect of eliminating unlawful discrimination)
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

Make a Difference – Values and Culture

We are an inclusive school where pupils, staff, parents and governors work in partnership with the aim to meet the needs of the community.

Our school ethos and culture are built on the foundations of our Make a Difference values;

- Respect
- Resilience
- Focus
- Teamwork
- Responsibility
- Compassion

Staff and governors demonstrate our values and commitment to equality by;

- Ensuring acceptable behaviour
- Responding to incidents and complaints in a proactive way
- Providing access to services, facilities and information
- Recruiting and employing staff fairly
- Meeting specific needs

At Robert Mellors, we recognise that eliminating discrimination is an ongoing duty. We create our equality objectives in small steps so that they are ambitious, proactive and responsive to issues as they are identified through monitoring as well as pupil and parent voice.

Equality Objective

- Develop the school environment so that it is culturally connected (representative of the race of our school community).

We will do this by:

- Auditing our school environment
- Reviewing images, literature and resources which are displayed and available for use
- Collecting pupil opinions through pupil voice activities
- Holding discussions with staff
- Providing CPD opportunities for staff

- Engagement with the TETC 'Anti-Racism Project' in the autumn term with Year 2 children including the nomination of a lead teacher for this work
- Development of a DEI calendar of events e.g. religious celebrations, events e.g. Black History Month to acknowledge and teach about in school to open up conversations

Future developments to include;

- Curriculum review and evaluation
- Further/ongoing staff training
- Roll out Anti-Racism Project learning to all other year groups
- Continue to allocate funding to adding to existing book and resource stocks
- Parent voice activity