



Embleton Primary School Equality Objectives

At Embleton Primary School we welcome our duties under the Equality Act 2010. The school's general duties, with regards to equality are:

- Eliminating unlawful discrimination, harassment and victimisation.
- 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:

- Gender.
- Race.
- Disability.
- Religion or belief.
- Sexual orientation.
- Gender reassignment.
- Pregnancy or maternity.

Embleton Primary School aims to promote pupils' spiritual, moral, social, and cultural development, with special emphasis on promoting equality, 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.

Embleton Primary School believes 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 instead promotes inclusive attitudes. We will also respect the right of parents to withdraw their children from classes which pose conflicts to their own beliefs.

Embleton Primary School does 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 a 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.

We recognise our specific duties which aim to assist us to meet our general duty:

- To annually publish information on how we are complying with the Equality Duty, including information on our school population.
- To publish equality objectives every four years, which show how we plan to tackle particular inequalities and reduce or remove them.

Our Equality Objectives

Equality Objective 1 - Linked to promotion of Equality, Diversity and Inclusion

To ensure the school actively promotes and prioritises raising awareness of, appreciation for, and celebration of diversity including gender, sexuality, race and religion.

This will be supported in our school by ensuring that:

- uniform is gender neutral
- toilets are individual
- support is given to ensure that religious festivals/observances are able to be carried out during school time if necessary
- discrimination and non-inclusive attitudes are consistently called out
- lessons are both inclusive and teach about inclusion
- lesson materials reflect the diversity of society beyond rural Northumberland
- children are not denied access to opportunities on the basis of any of the protected characteristics¹
- inappropriate language, such as using the word 'gay' in a negative way, is called out.

Equality Objective 2 - Linked to Pupil Attainment - Disadvantage

To mitigate the impact of accessing all that school has to offer on disadvantaged pupils.

This will be supported in our school by ensuring that disadvantaged pupils:

- are provided with free school uniform (including wet weather clothing if required)
- are not singled out at lunchtime by having a different menu
- have access to a Chromebook/lpad and other resources to complete homework/remote learning
- have subsidised or free access to trips and visits

Equality Objective 3 - Linked to Access - Disability

To ensure that children with disabilities or additional needs can access all parts of the school curriculum, including beach school.

This will be supported in our school by ensuring that children with disabilities or additional needs:

¹ With the exception of events that are only open to specific groups of children, eg visits/trips for specific classes; sports festivals where Sport England have teams split by gender, or have specific requirements about numbers of each gender in a team; activities where parents withdraw their child on the basis of own religion; activities that are targeted at particular groups eg disadvantaged (list not exhaustive)

- are provided with the appropriate support and equipment to access the curriculum on the school site.
- are provided with the appropriate support and equipment to access the curriculum at the beach.²

Equality Objective 4: Linked to Pupil Attendance - Disadvantaged/Disability

To monitor and analyse the reasons for higher absence levels for PP/SEN children and begin to improve the attendance rates of these children.

This will be supported in our school by ensuring that the parents of each PP/SEN child:

- have a discussion with the headteacher when their attendance falls below 95% to establish what the barriers to attendance are.
- are supported by school staff, health professionals or the educational welfare team if they are struggling to get their child into school.

² This may include for example, being driven to/from the beach; the purchase of a ruggedised wheel chair for access to the beach, etc.