

Equality Statement

2021 - 2024



<i>Date Objectives Agreed with Governors</i>	<i>June 2022</i>
<i>Policy Approved by Chair of Governors</i>	
<i>Progress towards meeting the objectives to be reviewed annually</i>	
<i>Next Review Due</i>	<i>July 2023</i>
<i>Date of Final Review</i>	<i>July 2024</i>

Equality Statement

At Ditton Lodge Primary School, we are committed to ensuring equality of opportunity for all pupils, staff, parents and carers irrespective of race, gender, disability, belief, sexual orientation, age or socio-economic background. We aim to develop a culture of inclusion and diversity in which all those connected to the school feel proud of their identity and ability to participate fully in school life.

We tackle discrimination through the positive promotion of equality, by challenging bullying and stereotypes and by creating an environment which champions respect for all.

At Ditton Lodge Primary School, we believe that diversity is a strength which should be respected and celebrated by all those who learn, teach and visit us.

In accordance with The Equality Act 2010 we herewith detail our Equality Objectives as agreed with the Governing Body:

- 1. By the end of 2022-23, the school's curriculum is rich and diverse, enabling all pupils, including those with protected characteristic as defined by the Equality Act, to feel valued and confident and in consequence more likely to achieve their potential.*
- 2. To promote pupils' spiritual, moral, social and cultural development through appropriate curricular opportunities, with particular emphasis on promoting equality and diversity thereby improving knowledge, skills and attitudes to enable pupils to appreciate and value difference and diversity.*
- 3. To monitor and analyse pupil achievement by race, gender, disability and pupil groups including disadvantaged groups and act on any trends or patterns in the data that require additional support for pupils.*
- 4. Ensure that members of staff are provided with training to enable them to identify and manage situations that arise due to racial biases and prejudice.*
- 5. To ensure that all stakeholders are aware of these equality objectives and the progress being made towards them.*

Ditton Lodge Primary School is part of Unity School's Partnership.

Below are the equality objectives of Unity School's Partnership.

- To promote spiritual, moral, social and cultural development through all aspects of life at our schools, both inside and outside the classroom. We aim to meet this objective with particular reference to issues of equality and diversity.
- To reduce prejudice and increase understanding of equality through direct teaching across the curriculum.
- To move beyond and develop a culture of growth mindsets, avoiding labelling of learners based purely on a notion of fixed levels of ability.
- To model teaching and learning behaviours that avoid labelling.
- To narrow the gap between boys' and girls' and disadvantaged pupils and other pupils.
- To promote cultural development and understanding through a rich range of experiences, both in and beyond the school through our curriculum.
- To eradicate prejudice related bullying in relation to the protected characteristics listed in the Equality Act 2010 with particular focus on homophobic bullying and prejudice.
- To tackle prejudice and promote understanding in relation to people with disabilities.

ANNUAL REVIEW OF PROGRESS 2021-22	
Objective 1: By the end of 2021-22, the school's planned curriculum is rich and diverse, enabling all pupils, including those with protected characteristic as defined by the Equality Act, to feel valued and confident with a positive self-image and respect for their individuality and, in consequence, more likely to achieve their potential.	
Objective 1: Steps being taken	Review of school's current curriculum to ensure diverse representation in all subjects and in the books and stories shared in school.
Annual Review Evidence of progress: July 2022	Each subject leader and teacher has carried out a review of their curriculum and made changes to ensure that there is diverse representation throughout. Teachers will continue to refine and improve their curriculum to ensure diversity and to ensure that different perspectives are considered when teaching about specific historical events.
Objective 2: To promote pupils' spiritual, moral, social and cultural development through appropriate curricular opportunities, with particular emphasis on promoting equality and diversity thereby improving knowledge, skills and attitudes to enable pupils to appreciate and value difference and diversity.	
Objective 2: Steps being taken	To ensure that the school's curriculum has equality and diversity woven into all that we do, using materials that reflect the diversity of the school population and local community without stereotyping. Ensure

	that positive messages and actions about inclusion, equality and diversity are part of our daily practice.
Annual Review Evidence of progress: July 2022	Staff are very aware of the importance of ensuring diverse representation in everything we do so that children see role models who they can relate to. Equality, Diversity and Inclusion training is booked for September for all classroom based staff, especially focusing on using the correct language.
Objective 3: To monitor and analyse pupil achievement by race, gender, disability and pupil groups including disadvantaged groups and act on any trends or patterns in the data that require additional support for pupils.	
Objective 3: Steps being taken	Diversity information for the school community to be updated annually. Review data of children with protected characteristics at each assessment point and target specific areas of concern.
Annual Review Evidence of progress: July 2022	The assessment system is able to provide data for all groups for comparison.
Objective 4: Ensure that members of staff are provided with training to enable them to identify and manage situations that arise due to racial biases and prejudice.	
Objective 4: Steps being taken	Staff are aware of current legislation and their responsibility to promote equality and not discriminate on grounds of race, gender, religion, age, sexual orientation; or any other protected characteristic under the Equality Act 2010 The school will provide specific staff training to enable them to manage and challenge situations that arise due to racial biases or other discriminatory behaviour.
Annual Review Evidence of progress: July 2022	Equality, Diversity and Inclusion training is booked for September for all classroom based staff, especially focusing on using the correct language.
Objective 5: To ensure that all stakeholders are aware of these equality objectives and the progress being made towards them.	
Objective 5: Steps being taken	Agree the equality objectives with governors. Share the agreed objectives with parent/carers via the school's website. Review progress at least annually.
Annual Review Evidence of progress: July 2022	The Equality Objectives were agreed with governors in Spring 2022. They were also shared with parents and are on the school's website. The annual review will also be shared in the same way in Autumn 2022.