



Grove Road Primary School

Equality Statement

At Grove Road Primary School, we are committed to equality of opportunity for all pupils, staff, parents and carers in line with the Equality Act of October 2010. 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 promoting an ethos that champions respect for all. We shall endeavour to make a positive contribution to society through demonstrating our Grove Road values of Respect, Friendship, Community and Communication whilst valuing differences and celebrating cultural diversity. Our commitment applies to our work in the classroom, our pupil support systems, our recruitment and retention of staff, our communications with parents and our work in the local and wider community.

We promote the principles and practices of equality and justice throughout the school and we aim to be a school where everyone:

- is respected and respects others
- takes part in the life of the school
- achieves their potential and beyond
- develops skills essential to life
- exercises choice
- celebrates cultural diversity

Equality in Teaching and learning

We provide all our pupils with the opportunity to succeed and to reach the highest level of personal achievement. We do this by:

- Ensuring equality of access for all pupils and preparing them for life in a diverse society.
- Using materials that reflect the diversity of the school, population and local community without stereotyping.
- Promoting attitudes and values that challenge any discriminatory behaviour or prejudice.
- Providing opportunities for pupils to appreciate their own culture and celebrate the diversity of other cultures.
- Seeking to involve all parents in supporting their child's education.
- Utilising teaching approaches appropriate for the whole school population, which are inclusive and reflective of our pupils.

Equality in Admissions and Exclusions

Our admissions arrangements are fair and transparent. We do not discriminate on the grounds of race, gender, religion, belief, disability and/or socio-economic background.



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Equal Opportunities for Staff

All staff appointments and promotions are made on the basis of merit and ability and in compliance with the law. As an employer, we will not discriminate on any of the following:

- Age
- Disability
- Gender re-assignment
- Race
- Religion and belief
- Sex
- Sexual orientation
- Marriage and civil partnership

Nor as a school or employer will we accept any of the following:

- Direct discrimination
- Indirect discrimination
- Discrimination by perception
- Associative discrimination
- Harassment
- Harassment by a third party
- Victimisation

More detail can be found in:

The Equality Policy Statement from Ridgeway Learning Partnership and The Equality Scheme, which is located in Policies & Guidance in the About Our School section on our website.

This statement will be reviewed November 2020.