

Equality Statement Including EYFS



	Name	Date
Prepared by	Tina Saedi	December 2023
Checked and Reviewed by	James Griffiths	December 2023
Ratified by Board of Governors		December 2023
Next Review Date		December 2024

Equality Policy

At Dallington School, equality is embedded in our core values. We are guided by these under the legal frameworks of the Equality Act 2010 and the UN Convention on the Rights of the Child, the UN Convention on the Rights of People with Disabilities and the Human Rights Act 1998.

The School is committed to being an equal opportunities education provider and is committed to equality of opportunity for all members of the School Community. In the provision of equal opportunities, the School recognises and accepts its responsibilities under the law and opposes discrimination on the basis of:

- gender
- marital or civil partnership status
- pregnancy and maternity
- any gender reassignment
- race
- disability
- sexual orientation
- religion or belief (including lack of religion or belief)
- age.

Equality and our core values

Relationships:

We value relationships with all of our stakeholders equally, regardless of disability, ethnicity, gender or sexual identity, religious/ non-religious or faith affiliation. We develop a sense of belonging and inclusion within our school community by valuing each other and celebrating our differences.

Empathy:

We take time to promote empathy and understanding within our school community, to ensure we are nurturing the positive and inclusive development of our children and staff.

Creativity:

We value creativity in all those around us. We ensure that every child is given equal opportunity to express their creativity and given the appropriate support to do so. We learn about the creativity from people within the categories of the protected characteristics.

Individuality:

We create a respectful environment that promotes individuality and understanding of difference. We encourage celebration of each other's individuality. We challenge stereotypes.

Play:

We encourage the development of tolerance and understanding through play.

Our curriculum

We have a diverse curriculum that promotes understanding of differences between individuals. This is done through creating learning opportunities through English reading texts, PSHE/RSE curriculum, guest speakers and topic based learning. This is reviewed bi-yearly to ensure that a range of protected characteristics are being addressed through the curriculum.

Whole school life

Promoting equality of opportunity is addressed through whole school initiatives such as, School Council, Eco Warriors, and whole school charitable initiatives.

Recruitment

We ensure that all candidates will receive equal consideration, regardless of their protected characteristic.

Staff

Staff training will be reviewed regularly to ensure that they are being supported effectively to be models of equality.

Administration

The needs of others will be taken into consideration when organising events.

Discriminative behaviour

All discriminative behaviour, such as homophobic language, racism etc. will be addressed as per our Behaviour Policy.

This policy should be read with:

- Early Years Foundation Stage (EYFS) Statutory Framework
- SEND Policy
- Admissions Policy
- Medical Policy
- Behaviour Policy