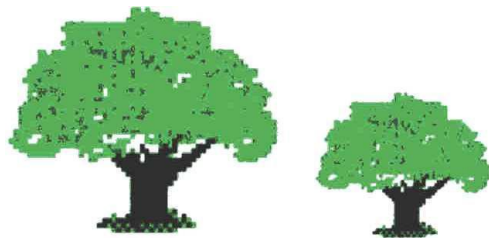


Green Park Primary and Nursery School



Equality Information Statement

How Green Park School complies with the [public sector equality duty](#)

Approved by the Headteacher on _____

Signed _____ Headteacher

September 2025

Green Park Primary School

Equality Objectives

We welcome our duties under the Equality Act 2010. The school's general duties, with regards to equality are:

- Eliminating discrimination
- 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:

- sex
- age
- race
- disability
- religion or belief
- sexual orientation
- gender reassignment
- pregnancy or maternity
- marriage and civil partnership

We aim to promote pupils' spiritual, moral, social and cultural development, with special emphasis on promoting equality and 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.

Aims to Eradicate Discrimination

At Green Park, we believe 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 encompassed our school values of compassion, belonging, collaboration, happiness, respect and success and will be achieved by adopting

- 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 broad, 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 promotes inclusive attitudes. We will also respect the right of parents to withdraw their children from certain classes which pose conflicts to their own beliefs.

Dealing with Prejudice

We do 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 our 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.

Our pupils are taught to be:

- understanding of others
- celebratory of cultural diversity
- eager to reach their full potential
- inclusive
- aware of what constitutes discriminatory behaviour

The school's employees will not:

- discriminate against any member of the school community
- treat other members of the school community unfairly

The school's employees will:

- promote diversity and equality
- encourage and adopt an inclusive attitude
- lead by example

Equality and Dignity in the Workplace

We do not discriminate against staff with regards to their:

- age
- disability
- gender reassignment
- marital or civil partner status
- pregnancy or maternity
- race
- religion or belief
- sex
- sexual orientation

Equality of opportunity and non-discrimination extends to the treatment of all members of the school community. All staff members are obliged to act in accordance with the school's various policies relating to equality.

We will guarantee that no redundancy is the result of direct or indirect prejudice. All disciplinary procedures are non-prejudicial, whether they result in warnings, dismissal, or any other disciplinary action.

Prejudice is not tolerated and we are continuously working towards a more accepting and respectful environment for our school community.

The school's Equal Opportunities Policy further outlines the school's policies regarding equality.

Equal Opportunities within the Curriculum

1. All curriculum areas should ensure that no organisational practices exist which emphasise any division on the grounds of sex, race or disability.
2. In the preparation and use of teaching and display material staff should positively encourage the use of non-stereotypical portrayal of roles.
3. Mixed teaching groups should be positively encouraged to break down any real or imagined barriers.
4. The use of language should be carefully examined in order that no hidden messages of discrimination are present.
5. Staff should be aware of and identify areas both inside and outside the classroom where individuals may find themselves subject to discriminatory practices.
6. Discussion in small groups or in debates should be encouraged on issues associated with equal opportunities.
7. It is important for pupils to see staff as positive role-models in non-traditional roles.
8. Material used within the classroom should be carefully selected so that all members of society are represented on an equal footing regardless of sex, race or disability.
9. All cases of discriminatory behaviour should be dealt with immediately and positively.
10. If a member of staff becomes aware of discriminatory practices occurring within the school he/she should discuss it with those concerned. If after this, it still continues then it should be reported to the senior management of the school. If, after due discussion and a warning being given to those concerned, such practices still continue, it would become a disciplinary matter which would be dealt with by the school governors.

Conclusion

This school and the whole community contained within it will not tolerate unacceptable behaviour in relation to any of the protected characteristics. Equal value is placed on all members of that community, and in the day to day running of the school it must be seen that our aim in relation to equal opportunities are important to us and positively applied.

Related Policies: Equality Objectives