

**Whitnash Primary School**

'Learning, growing and succeeding together'

# Equality Statement



**Whitnash Primary School's Equality Statement:**

*In our school, we are committed to eliminate discrimination and advance equality of opportunity for all those with 'protected characteristics' under the Equality Act 2010, in relation to age, disability, ethnicity, gender, gender reassignment, maternity and pregnancy, religion and belief, sexual identity and marriage and civil partnership status. We will endeavour to foster good relations between all.*

## Legal Duties

As a school we welcome our duties under the Equality Act 2010. The general duties are to:

- eliminate discrimination,
- advance equality of opportunity,
- foster good relations

We understand the principle of the Act and the work needed to ensure that those with protected characteristics are not discriminated against and are given equality of opportunity.

A protected characteristic under the act covers the groups listed below:

- age (for employees not for service provision)
- disability
- ethnicity
- gender
- gender reassignment
- maternity and pregnancy
- religion and belief,
- sexual identity
- marriage and civil partnership (for employees)

characteristics above and analyse this data to determine our focus for our equality objectives. The data will be assessed across our core provisions as a school. This will include the following functions:

- Admissions
- Attendance
- Attainment
- Exclusions
- prejudice related incidents

Our objectives will detail how we will ensure equality is applied to the services listed above however where we find evidence that other functions have a significant impact on any particular group we will include work in this area.

We also welcome our duty under the Education and Inspections Act 2006 to promote community cohesion. We recognise that these duties reflect international human rights standards as expressed in 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.

## Core Statements

In fulfilling our legal obligations, we will be guided by seven core statements:

**Statement 1:** All learners are of equal value.

**Statement 2:** We recognise, welcome and respect diversity.

**Statement 3:** We foster positive attitudes and relationships, and a shared sense of belonging.

**Statement 4:** We observe good equalities practice, including staff recruitment, retention and development.

**Statement 5:** We aim to reduce and remove existing inequalities and barriers.

**Statement 6:** We consult and involve widely.

**Statement 7:** We strive to ensure that society will benefit.

## **Our Ethos/Mission/Vision**

### **Mission Statement**

*Learning, growing and succeeding together.*

### **Vision Statement**

*The importance of the 'Whitnash Family' is at the heart of everything we do because Whitnash Primary cares deeply for our pupils, staff and community. We want our children to thrive. We have high aspirations for all our pupils, and we nurture their achievement and progress through relentless positivity. We care about our children's future and because of this, we are committed to ensuring that all children achieve highly, regardless of their starting point, through our enriched and inclusive curriculum.*

*We instil the values of caring, empathy and kindness and are a consistent model of 'unconditional positive regard' for all. We teach our children the importance of relationships and these essential life skills and promote everybody's right to learn, to be respected and listened to, and to feel safe and be safe. These values and ambitions are embedded in our culture and ethos at Whitnash Primary School.*

*We are proud of our school, what we have achieved, and our ambition for the future.*

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As a school we are fully committed to creating an effective learning and teaching environment in which the unique qualities of each child are recognised, respected and valued and in which they feel happy, safe and secure.

### **Addressing Prejudice Related Incidents**

This school is opposed to all forms of prejudice and we recognise that children and young people who experience any form of prejudice related discrimination may fare less well in the education system. We provide both our pupils and staff with an awareness of the impact of prejudice in order to prevent any incidents. If incidents

still occur we address them immediately and report them to the Local Authority using their guidance material. The Local Authority may provide some support.

## Responsibility

We believe that promoting Equality is the responsibility of everyone in the school community:

<b>School Member/Group/Community</b>	<b>Responsibility</b>
Governing Body	Involving and engaging the whole school community in identifying and understanding equality barriers. Be involved in setting of objectives to address any potential barriers. The Governing Body will also agree the Equality Statements and have oversight of the school's Accessibility Plan.
Head Teacher	<ul style="list-style-type: none"> <li>• Identifying and understanding equality barriers, setting objectives to address any potential barriers.</li> <li>• Involving the Governing Body and other stakeholders to promote equality for all.</li> <li>• Promoting key messages to staff, parents and pupils about equality and what is expected of them and can be expected from the school in carrying out its day to day duties.</li> <li>• Ensuring that the whole school community receives adequate training to meet the need of delivering equality, including pupil awareness.</li> <li>• Ensuring that all staff are aware of their responsibility to record and report prejudice related incidents.</li> </ul>
Senior Leadership Team	<ul style="list-style-type: none"> <li>• Supporting the Head Teacher with their identified responsibilities and duties.</li> <li>• Ensuring fair treatment and access to services and opportunities.</li> <li>• Ensuring that all staff are aware of their responsibility to record and report prejudice related incidents.</li> <li>• Ensuring awareness of own responsibilities to record and report prejudice related incidents.</li> </ul>
Teaching Staff	<ul style="list-style-type: none"> <li>• Helping in delivering the right outcomes for pupils.</li> <li>• Upholding the commitment made to pupils and parents/carers on how they can be expected to be treated.</li> </ul>

	<ul style="list-style-type: none"> <li>• Designing and delivering an inclusive curriculum.</li> <li>• Ensuring awareness of own responsibilities to record and report prejudice related incidents.</li> </ul>
Non-teaching Staff	<ul style="list-style-type: none"> <li>• Supporting the school and the governing body in delivering a fair and equitable service to all stakeholders.</li> <li>• Upholding the commitment made by the head teacher on how pupils and parents/carers can be expected to be treated.</li> <li>• Supporting colleagues within the school community.</li> <li>• Ensuring awareness of own responsibilities to record and report prejudice related incidents.</li> </ul>
Parents	<ul style="list-style-type: none"> <li>• Taking an active part in identifying barriers for the school community and in informing the Governing Body of actions that can be taken to eradicate these</li> <li>• Taking an active role in supporting and challenging the school to achieve the commitment given to the school community in tackling inequality and achieving equality of opportunity for all.</li> </ul>
Pupils	<ul style="list-style-type: none"> <li>• Supporting the school to achieve the commitment made to tackling inequality.</li> <li>• Upholding the commitment made by the head teacher on how pupils and parents/carers, staff and the wider school community can be expected to be treated.</li> </ul>
Local Community	<ul style="list-style-type: none"> <li>• Taking an active part in identifying barriers for the school community and in informing the Governing Body of actions that can be taken to eradicate these.</li> <li>• Taking an active role in supporting and challenging the school to achieve the commitment made to the school community in tackling inequality and achieving equality of opportunity for all.</li> </ul>

We will ensure that the whole school community is aware of the Equality & Diversity Statement and it will be published on the school website.

## **Breaches**

Breaches to this statement will be dealt with in the same ways that breaches of other school policies are dealt with, as determined by the head teacher and governing body.

## **Review**

The Equality Statement will be reviewed every 4 years. We will review our objectives in relation to any changes in our school profile. Our objectives will sit in our overall school improvement plan and therefore will be reviewed as part of this process.

**Date:** January 2026

**Review Date:** January 2030