



Kidgate Primary Academy

Equality Objectives Statement

Date: April 2024

Review Date: April 2027

Equality Objectives Opening Statement

In line with The Equality Act 2010, which states that all public bodies will publish equalities objectives every four years, this document identifies the equalities objectives we will focus on to further improve equality, diversity and inclusion at Kidgate Primary Academy.

Introduction

At Kidgate Primary Academy, we are committed to improving and enabling all young people to achieve ambitious life goals whatever their starting point. As a result, promoting equality is central to all we do. Our equality objectives cover how we consider equality when we are delivering education provision to children and young people, and how we will ensure that our own staff, parents and carers, particularly those with protected characteristics, have equality of opportunity. Kidgate Primary Academy promote a culture of inclusion and diversity in which all those connected to the school feel proud of their identity and are able to participate fully in all aspects of school life.

We recognise and take very seriously our broad responsibilities as an employer and at Kidgate Primary Academy we welcome our duties under the Equality Act 2010. The school's general duties, with regards to equality are:

- Eliminating discrimination and other conduct that is prohibited by the Act.
- Fostering good relationships across all characteristics, between people who share a protected characteristic and people who do not share it.
- Advancing equality of opportunity between people who share a protected characteristic and people who do not share it.

We will not discriminate against, harass or victimise any pupil, prospective pupil, or other member of the school community because of their:

- Gender.
- Race.
- Disability.
- Religion or belief.
- Sexual orientation.
- Gender reassignment.
- Pregnancy or maternity.

Kidgate Primary Academy promotes pupils' spiritual, moral, social, and cultural development, with special emphasis on promoting equality, 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

Kidgate Primary Academy believes 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 will be achieved by:

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

Dealing with prejudice

Kidgate Primary Academy does not tolerate any form of prejudice-related incident. Whether direct or indirect, we treat discrimination against all members of our school with the utmost seriousness. When an incident is reported, through a 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.

At Kidgate Primary Academy, 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.
- Treat other members of the school unfairly.

The school's employees will:

- Promote diversity equality.
- Encourage and adopt an inclusive attitude.
- Lead by example.

Equality and dignity in the work place

Kidgate Primary Academy does not discriminate against staff with regards to their:

- Age.
- Disability.
- Gender reassignment.
- Marital or civil partner status.
- Pregnancy or maternity.
- Race, colour, nationality, ethnic or national origin.
- Religion or belief.
- Sex or 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.

What's next?

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

Members of our school community who believe they have suffered any form of discrimination, harassment or victimisation are entitled to raise the matter through the appropriate policy procedure.