



## **Park Road Academy Primary School Equality Objectives Statement**

Park Road Academy Primary School is dedicated to ensuring every child achieves their full potential within an inclusive environment. We believe that diversity is a strength which should be respected and celebrated by all those who learn, teach and visit us.

At Park Road Academy Primary School, we welcome our duties under the Equality Act 2010. The school's general duties, with regards to equality are to:

- Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Equality Act 2010;
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it;
- Foster good relations 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:

- Sex.
- Age.
- Race.
- Disability.
- Religion or belief.
- Sexual orientation.
- Gender reassignment.
- Pregnancy or maternity.
- Marriage and civil partnership.



At Park Road Academy Primary School, 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. Park Road Academy Primary School is committed to not only eliminating discrimination, but also increasing understanding and appreciation for diversity.

### **Aims to eradicate discrimination**

At Park Road Academy Primary School, 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 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 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**

Park Road Academy Primary School 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 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.

Park Road Academy Primary School's employees will not:

- Discriminate against any member of the school community.
- Treat other members of the school community unfairly.

Park Road Academy Primary School's employee's 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.

## **Equality Objectives**

At Park Road Academy Primary School, we are committed to ensuring equality of education and opportunity for all pupils, staff, parents and carers. These objectives were set in September



2021 and will be reviewed in September 2025 (or before if needed). Schools must publish their school's equality objectives and update them at least once every 4 years.

In order to further support pupils, raise standards and ensure inclusive teaching, we have set the following objectives:

**Objective 1:** To monitor and analyse pupil achievement by race, gender and disability and act on any trends or patterns in the data that require additional support for pupils.

**Objective 2:** To raise levels of attainment in core subjects for vulnerable learners.

**Objective 3:** To review levels of parental and pupil engagement in learning and school life, across all activities to ensure equality and fairness in access and engagement.

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

#### Links with other policies

This document links to the following policies:

- Park Road Academy Primary School Accessibility Plan
- Park Road Academy Primary School SEND Policy
- Park Road Academy Primary School SEND Information Report