

Summerhill Infant School

Equality and Diversity Statement

Summerhill Infant School is committed to promoting Equality and Diversity in all of its activities. We will enable students and staff to reach their full potential and provide them with an environment which is free from unfair and unlawful discrimination.

The school recognises that everyone is different, and values the unique contribution that individual experiences, knowledge and skills make in enriching the school environment. We will make sure our school and employment practices respect, promote and celebrate these differences, be they in relation to age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

In carrying out our functions, Summerhill Infant School will ensure we follow the Public Sector Equality Duty (PSED) by having due regard to the need to:

- Eliminate discrimination harassment and victimisation and any other conduct that is 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.

To make sure we promote equality and diversity we will set a number of Equality Objectives, and review our policies to ensure there is no unjustifiable adverse impact on our children or staff.

Equality Objectives for 2020 - 2021

- 1. Track progress of Pupils with English as an Additional Language and from Black and Minority Ethnic Backgrounds in Maths and English and maintain progress for these pupils that is as good or better than National levels.**
- 2. Track progress of girls in Reading, Writing and Maths and secure good progress for girls so that gender gaps are reduced and narrower than national levels.**
- 3. Address issues of equality and diversity through all appropriate curriculum opportunities.**
- 4. Increase parental opportunities for engagement in learning and school life.**