



# SUMMERHILL INFANT SCHOOL

*Inspiring, nurturing and supporting each child, every day to develop citizens for the future. Our School lays the foundation for a lifetime love of learning*



## EQUALITY & DIVERSITY STATEMENT & OBJECTIVES

### Document Summary

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<b>DfE Statutory or Optional policy:</b>	S
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<b>On School Website?</b>	Yes

### Amendment History

Version	Amendment Date	Pg Num	Amendment Summary
4	13 <sup>th</sup> January 2025	2	Updated to: The Equality Act 2010 (Amendment) Regulations 2023 (Amendment Regulations)

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 are committed to ensuring equality of opportunity for all pupils, staff, parents and carers irrespective of race, gender, gender reassignment, disability, belief, sexual orientation, age or socio-economic background. We will make sure our school and employment practices respect, promote and celebrate these differences. We aim to develop a culture of inclusion and diversity in which all those connected to the school feel proud of their identity and ability to participate fully in school life. We tackle discrimination through the positive promotion of equality, by challenging bullying and stereotypes and by creating an environment which champions respect for all. At Summerhill Infant School, we believe that diversity is a strength that should be respected and celebrated by all those who learn, teach and visit us.



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## **Equality in Teaching and learning**

We provide all our pupils with the opportunity to succeed and to reach the highest level of personal achievement. We do this by:

Ensuring equality of access for all pupils and preparing them for life in a diverse society

Using materials that reflect the diversity of the school, population and local community without stereotyping

Promoting attitudes and values that challenge any discriminatory behaviour or prejudice

Providing opportunities for pupils to appreciate their own culture and celebrate the diversity of other cultures

Seeking to involve all parents in supporting their child's education

Utilising teaching approaches appropriate for the whole school population which are inclusive and reflective of our pupils.

## **Equality in Admissions and Exclusions**

Our admissions arrangements are fair and transparent and do not discriminate on the grounds of race, gender, gender reassignment, religion, belief, disability and/or socio-economic background.

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 The Equality Act 2010 (Amendment) Regulations 2023 (**Amendment Regulations**)
- 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.



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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.

## **Equal Opportunities for Staff**

All staff appointments and promotions are made on the basis of merit and ability and in compliance with the law. We are keen to ensure that the staffing of the school reflects the diversity of our community. The school has a full and separate Equalities Policy. Please consult this for further details if you wish.

## **Equality Objectives for 2024-2025**

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. Monitor the uptake of opportunities available through the regular provision and through extra-curricular programmes and, where necessary, compensate for barriers to participation by additional provision for SEND pupils.
5. Increase parental opportunities for engagement in learning and school life.