



St. Alphege CE Infant School and Sunbeams Nursery

Equality Information and objectives statement for publication

Our school commitment

The Equality Act 2010 requires us to publish information that demonstrates that we have due regard for the need 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.

Values:

At St Alphege, we believe that every child has the right to love and be loved, as they are by God, flourishing and reaching their potential. Our St Alphege values of Love and Kindness underpin all that we do and every interaction that we make.

We feel that it is a prime directive to see the good in children, acknowledge their strengths and achievements and give them an understanding of their worth and the contribution they can make.

At St Alphege CE Infant School and Sunbeams Nursery we:-

- Strive to ensure that everyone is treated fairly and respectfully.
- We want to make sure that our school is a safe, happy and secure place for everyone.
- We recognise that people have different needs, and we understand that treating people equally does not always involve treating them the same.
- We aim to make sure that no-one experiences less favourable treatment or discrimination because of:
 - Their age
 - A disability
 - Their ethnicity, colour or national origin
 - Their gender
 - Their gender identity (they have reassigned or plan to reassign their gender)
 - Their marital or civil partnership status
 - Their being pregnant or having recently had a baby

- Their religion or belief
- Their sexual identity and orientation.
- We recognise that some pupils need extra support to help them to achieve and be successful.
- We try to make sure that people from different groups are consulted and are involved in our decisions, especially pupils, parents and those of us who can be treated less favourably.
- Our aim for all children is that they are: **"Loved, Inspired, Shining"**

We welcome our duties to:-

- Promote community cohesion (under the Education and Inspections Act 2006.)
- Eliminate discrimination, advance equality of opportunity and foster good relations (under the Equality Act 2010.)

We also welcome the emphasis of Ofsted inspections on the importance of accelerating the progress of pupils from groups who are underachieving.

As part of this we will:

- Outline how we have due regard for equality and how we promote community cohesion.
- Publish equality objectives to show how we plan to tackle particular inequalities and improve what we do.

At St. Alphege CE Infant School and Sunbeams Nursery we aim to promote a sense of self-worth in both children and staff within a happy, safe and secure environment. Every child is encouraged and challenged to fulfil their full potential and have respect and consideration for themselves, their peers and the world around them.

The caring ethos of our school and our unified and coherent set of values enable us to recognise the dignity of each human being. We aim to develop, in each child, self-esteem, a sense of responsibility, an understanding of the needs of others and a respect for their way of life.

In accordance with our school values, we at St. Alphege CE Infant School and Sunbeams Nursery pledge to respect the equal human rights of all our pupils and to teach them about equality. We will be proactive in enhancing the lives of all disabled stakeholders, children, employees, volunteers and parents.

The purpose of the school's equal opportunities policy and accessibility plan is to meet the duties to promote equality of opportunity for and between diverse members

of the school community, including, disabled pupils, staff, parents, women, men and different racial groups within the school. In order to do this the school will establish with all staff an overall vision of the duty to promote equality of opportunity for pupils, staff and parents.

We will also respect the equal rights of our staff and other members of the school community. In particular we will comply with relevant legislation and implement school plans in relation to race equality, disability equality and gender equality. We will endeavour to protect stakeholders from harassment or victimisation on the grounds of disability, race, gender or sexual orientation.