

Equalities Statement for Chorleywood Primary School

The philosophy of Chorleywood Primary talks of valuing the individuality of all our pupils and stakeholders. We are committed to giving all our pupils every opportunity to achieve the highest of standards. Within this ethos of achievement, we do not tolerate bullying and harassment of any kind. We actively tackle discrimination against those who are considered to have a protected characteristic:

1. Age
2. Disability
3. Sex (gender)
4. Race (ethnicity)
5. Pregnancy and Maternity
6. Religion and Belief
7. Sexual Orientation
8. Transgender
9. Marriage and Civil Partnership
10. The information we publish and analyse must be clearly linked to the three aims (General Duties) of the Public Sector Equality Duty. General Duties are the things that schools aim to achieve.

Our equality objectives are:

- To promote spiritual, moral, social and cultural development through all appropriate curricular and extra-curricular opportunities. We aim to meet this objective with particular reference to issues of equality and diversity.
- To reduce prejudice and increase understanding of equality through direct teaching across the curriculum.
- To move beyond deterministic notions of fixed ability and to model teaching and learning behaviours that avoids labelling.
- To further narrow the gap between boys' and girls' attainment in writing in the Early Years.
- To tackle and challenge stereotypes and prejudice.
- All staff to be excellent role models in their relationships with each other, pupils and visitors.

- *To tackle prejudice and promote understanding in relation to people with disabilities.*
- *To monitor the pupil outcomes of all groups and individual children ensuring there are no trends in underperformance.*
- *To ensure there is equality in recruitment processes.*
- *To promote cultural development and understanding through a rich range of experience, both in and beyond the school.*