



## Chaucer Junior School

### Equality Information and Objectives Statement

#### Opening statement

We welcome our duties under the Equality Act 2010. The school's general duties with regard to equality are:

- Eliminating discrimination.
- Fostering good relationships.
- Advancing equality of opportunity.

We will not discriminate against, harass or victimise any staff member, 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.

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. Our school is committed to not only eliminating discrimination, but also increasing understanding and appreciation for diversity.

## *Aims to eradicate discrimination*

We believe that a greater level of success from pupils and staff can be achieved by realising the uniqueness of individuals. Creating an inclusive environment where individuals feel confident and at ease is a commitment of the school. This environment will be achieved by:

- Following our school rule of 'Respect'.
- Always treating all members of the school community fairly.
- Developing an understanding of diversity and inclusion and the benefits it can have through our personal development curriculum.
- Adopting an inclusive attitude and ensuring that the whole school community understands what inclusive behaviour looks like in the school and how this aligns with the school's Core Value of 'Tolerance'.
- Adopting an inclusive curriculum that is accessible to all and is increasingly representative of a diverse group of people.
- Encouraging compassion and open-mindedness.
- Challenging bias and calling it out in order to move the conversation forward.

We are committed to having a balanced, diverse 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.

## *Dealing with prejudice and celebrating diversity*

At Chaucer Junior School, we have a zero-tolerance approach towards discrimination. Whether direct or indirect, we treat discrimination against all members of our school community with the utmost severity. When an incident is reported, our school is devoted to ensuring appropriate action is taken and a resolution is put into place which is both fair and firm. All incidents will be managed in line with our behaviour policy but there will be a strong focus on restorative action and education to ensure that there are no further occurrences - ignorance will not be accepted as an excuse for prejudice or discrimination.

Our pupils are taught to be:

- Understanding and tolerant of others.
- Celebratory and appreciative of diversity.
- Eager to reach their full potential.
- Inclusive and considerate of the needs and feelings of others by ensuring that everybody feels welcome, is able to join in and by addressing unacceptable behaviour demonstrated by others.
- Aware of what constitutes discriminatory behaviour and that it is unacceptable to speculate, pass comment on or treat somebody differently due to an actual or perceived protected characteristic.

The school's employees will not:

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

The school's employees will:

- Promote diversity and equality.
- Encourage and adopt an inclusive attitude.
- Lead by example.
- Seek training if they need to improve their knowledge in a particular area.

Throughout the year, the school provides a variety of opportunities to celebrate diversity, including:

- Planning activities or assemblies for key diversity awareness days.
- Reflecting a diverse community in the school environment.
- Teaching explicit lessons and ensuring that diversity is increasingly represented throughout the wider curriculum.

### *Equality and dignity in the workplace*

We do not discriminate against staff with regard 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.

### Diversity and representation

At Chaucer Junior School, we are proud to have representatives of every protected characteristic within our school community and we are constantly seeking further contacts and links who can help us increase our exposure to diversity. Within lessons, assemblies and on displays across the school, even when the focus is not on diversity, we aim to represent a range of different people and families.

### Inclusion

At Chaucer Junior School, everyone is welcome and we are proactive in finding ways to make every element of school life accessible and comfortable for all. Our curriculum has been designed with this in mind and a series of additional interventions are in place to help support those who cannot access everything, despite measures in place to increase accessibility. It is our aim to ensure that everyone can access and enjoy the full Chaucer experience.

### Closing statement

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

Due to be reviewed November 2025.