Equality Objectives

Our ethos for our School Community is:-

"Work Hard, Be Kind, Have Fun, Stay Safe"

We embrace the requirements of the Equality Act 2010 to ensure that no pupils, staff, parents, visitors or anyone involved with us, are discriminated against on the grounds of: gender, race, disability, religion/belief, age, marital status or sexual orientation. In addition, there will be no discrimination against: pregnant females or new mothers, staff, students or volunteers undergoing gender re-assignment or students due to the behaviour of their parents and/or siblings.

We celebrate shared values, involve pupils and focus on multi-cultural ideas as well as personal celebrations and achievements. We aim to help children grow into contributing citizens who respect and care for all people across communities. We are committed to providing the full range of opportunities for all pupils regardless of gender, race, disability, religion/belief, age, marital status or sexual orientation. All pupils have equal access to the curriculum and the right to a learning environment which dispels ignorance, prejudice and stereotyping.

The entire school community has the right to protection from insult, abuse and bullying of any kind. Discrimination on the basis of gender, race, disability, religion/belief, age, marital status or sexual orientation is unacceptable in our school and will always be challenged and resolved.

<u>Our objectives are to:-</u>

- Support the wellbeing of all members of our School Community.
- Embrace changes and establish new ways of working during a pandemic.
- Incorporate Spiritual, Moral, Social and Cultural (SMSC) development into the daily life of Oakley School, encompassing PSHE (personal, social and health education), citizenship and British values.
- Promote SMSC development with pupils' parents, carers and families, sharing Oakley's values.
- Ensure that all pupils are given similar opportunities to access after-school clubs and activities.
- Allow equal access to information for all parents.
- Ensure our school environment is accessible as possible to all pupils, staff and visitors.
- Celebrate national events such as LGBTQ week together, to promote equality and diversity.
- Promote British values through the curriculum and regular assemblies.
- Tackle prejudice wherever we may see it and promote positive understanding in relation to people with disabilities within our school and beyond.

March 2022