



EARL STERNDALE CE PRIMARY SCHOOL
EARL STERNDALE
BUXTON
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Equality and Diversity Statement

Autumn 23

At Earl Sterndale School we are committed to:

- promoting equality of opportunity;
- eliminating discrimination and harassment;
- valuing diversity and promoting positive relationships;
- providing an inclusive education which enables all pupils to develop their full potential.

The Equality Act 2010

The Equality Act 2010 replaces previous anti-discrimination legislation with a single Act. The Equality Duty is set out in section 149 of the Act. It replaces the three previous public sector equality duties – for race, disability and gender – and covers the following protected characteristics:

- Age;
- Disability;
- Gender reassignment;
- Marriage and civil partnership (but only in respect of eliminating unlawful discrimination);
- Pregnancy and maternity;
- Race;
- Religion or belief;
- Sex;
- Sexual orientation.

School Policies

Our Governing Body will ensure that policy and practice reflect an approach which is inclusive for all individuals and groups and is steeped in equality through a cycle of review and scrutiny.

Aims of the School

At our school we are trying to create a learning community which follows the aims of our school vision:

- To create a hard-working and happy learning environment where everyone feels safe;
- To plan meaningful learning experiences;
- To involve all stakeholders;
- To encourage healthy and active lifestyles;
- To promote a small school ethos grounded in Christian teaching and British values.

Values and Beliefs

We are an inclusive school where pupils, parents/carers, staff and governors work in partnership to meet the needs of the community. We celebrate the positive contribution made by different social, ethnic and linguistic groups.

We believe that children and other members of our community:

- have an entitlement to a quality education within a safe, attractive, clean and orderly learning environment;
- have access to a broad, balanced and challenging curriculum;
- should enjoy learning, achieve high standards and reach their potential;
- will be taught and supported by highly skilled and motivated staff;
- will be valued, respected and treated fairly;

- should show tolerance and respect towards others;
- receive praise and encouragement and grow in confidence;
- will be responsible for their own learning and behaviour;
- understand the need for good personal relationships and healthy living;
- have access to a range of extended schools services including out of hours sports, arts and musical activities;
- should be enabled to make a positive contribution to the community and the wider world.

Staff and governors demonstrate our values and commitment to equality by:

- ensuring and encouraging acceptable behaviour;
- responding to incidents and complaints in a proactive way;
- recruiting and employing people fairly.

Equality Objectives

Our main equality objectives are:

- To promote pupils' social and cultural development through appropriate curricular opportunities, with particular emphasis on promoting equality and diversity.
- To diminish the difference in attainment between disadvantaged and non-disadvantaged pupils.

Equality and Diversity Policy

For more information about how our school promotes equality and diversity, including the relevant statutory legislation and how this affects our employment practices, see our Equality and Diversity in Employment Policy, which is located in the school office.