

Unlocking possibilities, making a difference



THE HUMBERSTON CHURCH OF ENGLAND PRIMARY SCHOOL

Equality and Diversity Objectives

2024

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Whatever the nature of the local community, children are growing up in a wider multicultural and multiracial society where they are subject to various attitudes towards minority groups, and also certain images of these groups portrayed by the media. The Humberston Church of England Primary School is committed to achieving a working and learning environment which provides equality of opportunity and freedom from unlawful discrimination. This intent is firmly embedded within the Equality and Diversity Policy of the Humberston Church of England Primary School.

Ethos: The Humberston Church of England School stands against all forms of discrimination on the grounds of ethnic origin, religion, sexual orientation, gender, disability or ability.

The over-arching principles of the objectives are as follows:

- Promoting equal opportunities
- Eliminating unlawful discrimination
- Eliminating harassment
- Promoting positive attitudes
- Promoting British values
- Promoting mutual respect, partnership working and collaboration
- Encouraging the participation of those with a disability

This is achieved through the following objectives:

- Promotion of cultural understanding and awareness of different religious beliefs between different ethnic groups within our school community through worships, SMSC, PSHCE and RE
- Promotion of fundamental British values
- Monitoring and promotion of the involvement of all groups of pupils in the extra-curricular life of the school, including leadership opportunities, especially pupils with special educational needs and disabilities.
- Actively close gaps in attainment and achievement between pupils and groups of pupils; especially boys, pupils eligible for free school meals, pupils with special educational needs and disabilities, looked after pupils and pupils from minority groups.
- Continue to improve accessibility across the school for pupils, staff and visitors with disabilities.
- Endeavour to ensure that the staff body and representation of staff in leadership roles is reflective of the local community.
- Reduce the incidence of the use of homophobic, sexist and racist language by pupils in the academy.

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Our Commitment to Staff:

- It is our duty to ensure equality of opportunity between people from different groups and foster good relations between people from different groups. And, we are bound to ensure that recruitment, promotion, training, development, assessment, benefits, pay, terms and conditions of employment, redundancy and disciplinary are determined on the basis of capability, qualifications, experience, skills and productivity.

Under the Equality Act 2010, the categories of age, disability, race, religion or belief, sex, sexual orientation, gender reassignment, marriage and civil partnership and pregnancy and maternity are now known as 'protected characteristics'.